

JOOCMAN LEE NATIONAL AIRLINE MODEL

| | |
|---------------------------|------------------------|
| Client Name: | Joozman Lee |
| Occupation: | National Airline Pilot |
| Report Date: | July 16, 2021 |
| Economic \$ Basis: | 2021 |

| | |
|-----------------------------------|---------------|
| Client Birth Date: | |
| Date of Accident | July 13, 2018 |
| Gender: | Male |
| Age at Death: Projected | 77.1 |
| Date of Death | 7/13/18 |
| Age at Hire: Major Airline | 7/12/36 |
| Life Expectancy: | 77.1 |
| Age at Retirement | 65 |
| Retirement Date | 11/21/57 |
| Years in Retirement | 13.1 |

| National Airline Career Assumptions | |
|--|---|
| Date Hired: | July 13, 2031 |
| Age Hired: | 37.6 |
| Yrs of Service: | 27.4 |
| Duty Positions: | First Officer - 4 Years Captain - 3 Years OR Captain to age 65 retirement |

Days per Year 365.242
Estimated Retirement Benefits % 7.5%
or 3% of final earnings

| 6 National Airlines Modeled | |
|------------------------------------|--|
| Air Wisconsin | |
| Endeavor | |
| Envoy | |
| PSA | |
| Republic Group | |
| SkyWest | |

| Start | Start | | END | | Total | Cumulative | |
|------------------------------------|-----------|---------------------|-----------|--------------|--------------|--------------|----------------|
| Date | Age/Years | Event | Age/Years | Duration Yrs | Flight Hours | Flight Hours | Flight Hrs/ Mo |
| 11/22/93 | 0 | Birth | | | 0 | 0 | |
| 7/13/18 | 24.6 | Death | 24.6 | 0.0 | 1 | 1 | |
| 7/13/18 | 24.6 | Education/Pilot Tng | 26.6 | 2.0 | 250 | 1 | 0 |
| 7/12/20 | 26.6 | Time Building-CF1 | 27.6 | 1.0 | 500 | 501 | 20.8 |
| 7/12/21 | 27.6 | Mission Pilot | 37.6 | 10.0 | 6000 | 6,501 | 50 |
| 7/16/21 | 27.6 | Today | | | | | |
| 7/13/31 | 37.6 | Hired Regional - FO | 40.6 | 3.0 | 2,520 | 9,021 | 70 |
| 7/12/34 | 40.6 | UG Captain Regional | 42.6 | 2.0 | 1,680 | 10,701 | 70 |
| 7/12/36 | 42.6 | Hired Major - FO | 52.6 | 10.0 | 9,000 | 19,701 | 75 |
| 7/12/46 | 52.6 | UG Captain Major | 64.0 | 11.4 | 10,225 | 29,926 | 75 |
| | 27.4 | YOS Reg Reaching 65 | 64.0 | 26.4 | | | |
| | 22.4 | YOS Maj Reaching 65 | 64.0 | 21.4 | | | |
| 11/21/57 | 64.0 | Ret reaching 65 | 77.1 | 13.1 | | | |
| | 13.1 | In Retirement AL | | 13.1 | | | |
| 12/28/70 | 77.1 | Acturial Death | | 77.1 | | | |
| Assumptions: 1 Year = 365.242 Days | | | | | | | |
| 36.35258 | | | | | | | |

7/13/31

| U.S. Census Bureau, Statistical Abstract of the United States | | | | |
|--|-------|-------|--------|-------|
| Expectation of Life and Expected Deaths by Race, Sex, and Hispanic or Latino Origin | | | | |
| Page 796, Table 103. 2008 | | | | |
| Expectation of life in years | | | | |
| Yrs to Death | | White | | Black |
| Age in Years | Total | Male | Female | Male |
| 20 | 58.9 | 56.8 | 61.4 | 52.6 |
| 21 | 58.0 | 55.9 | 60.5 | 51.6 |
| 22 | 57.0 | 54.9 | 59.5 | 50.7 |
| 23 | 56.1 | 54.0 | 58.5 | 49.8 |
| 24 | 55.1 | 53.1 | 57.5 | 48.9 |
| 25 | 54.2 | 52.2 | 56.6 | 48.0 |
| 26 | 53.2 | 51.2 | 55.6 | 47.1 |
| 27 | 52.3 | 50.3 | 54.6 | 46.2 |
| 28 | 51.3 | 49.4 | 53.7 | 45.3 |
| 29 | 50.4 | 48.4 | 52.7 | 44.4 |
| 30 | 49.4 | 47.5 | 51.7 | 43.5 |

ASSUMPTIONS FOR JARACHY CAPRA

GENERAL ASSUMPTIONS

Client Birth Date:7/11/1980

Age at Death:77.1

Date of Death:2/11/18

NATIONALS EARNER ASSUMPTIONS

Dea Hired:July 16, 2021

Age Hired National AL:27.6

Yrs of Service:64.0

Deity Position:FO 83.5 Yrs

Capd Until age 65

ACTIVE NON-RETIREMENT BENEFITS

National:23.3%

AIRLINE RETIREMENT

Years:11/04

% Int "B" Fund-01k:5.00%

Benefit % Total Earnings:3.0%

NOTES

Aircraft Size:S: Small

M: Medium

L: Large

MU: Multi-engine

NATIONAL AIRLINE Full Carrier

NATIONAL AIRLINE PAY HOUR GRID

AirlineScheduleSchedule GuaranteeAverage Credit

AIR WING/CONNS1007585

ENVOY1007285

ENDEAVOR100N7585

PSA100N7585

RP GROUP1007585

SKYWEST100N8085

Average100.076.485.0

SELECT NATIONAL EARNINGS SUMMARY

AIRLINEENVOYENVOYENVOY

Planes5471,9602,500

Carrier Earnings\$2,774,880\$2,983,300\$2,501,632

Active Benefits\$619,490\$662,779\$617,378

"A" Fund\$0\$0\$0

Retirement Benefits\$46,961\$48,103\$42,491

"B" Fund-01k\$898,101\$1,491,162\$770,172

Total4,349,394\$5,215,3414,934,614

AIRLINE: PSA REPUBLIC SKYWEST

Planes1,2409,022

Carrier Earnings\$2,684,530\$3,114,380\$2,562,100

Active Benefits\$509,087\$562,696\$546,143

"A" Fund\$0\$0\$0

Retirement Benefits\$46,500\$52,513\$48,103

"B" Fund-01k\$971,470\$978,114\$888,691

Total4,311,6174,707,6934,985,037

AVERAGE

Planes14,340

Carrier Earnings\$2,764,863

Active Benefits\$587,990

"A" Fund\$0

Retirement Benefits\$47,454

"B" Fund-01k\$941,700

Total\$4,344,013

SELECT NATIONAL EARNINGS SUMMARY - 5 YEAR LEAD-IN

AIRLINEENVOYENVOYENVOY

Planes5471,9602,500

Carrier Earnings\$3,211,010\$3,775,160\$3,356,347

Active Benefits\$619,200\$662,661\$617,378

"A" Fund\$0\$0\$0

Retirement Benefits\$0\$0\$0

"B" Fund-01k\$515,230\$1,000,661\$500,661

Total\$4,445,440\$5,438,482\$4,474,386

AIRLINE: PSA RP GROUP SKYWEST

Planes1,9162,5409,022

Carrier Earnings\$3,511,500\$3,500,257\$2,939,527

Active Benefits\$551,038\$615,962\$553,420

"A" Fund\$0\$0\$0

Retirement Benefits\$0\$0\$0

"B" Fund-01k\$147,480\$338,144\$171,172

Total\$4,214,018\$4,654,363\$3,674,119

AVERAGE

Planes14,340

Carrier Earnings\$3,444,013

Active Benefits\$567,883

"A" Fund\$0

Retirement Benefits\$0

"B" Fund-01k\$424,341

Total\$4,436,237

NATIONAL AIRLINES 5 YEAR LEAD-IN

Planes14,340

Carrier Earnings\$3,444,013

Active Benefits\$567,883

"A" Fund\$0

Retirement Benefits\$0

"B" Fund-01k\$424,341

Total\$4,436,237

SELECTED NATIONAL AIRLINES

TOTAL\$4,344,013

YEARLY - 27.4 Yrs\$199,271

MONTHLY\$16,272

Total Pilots11,877

NATIONAL AIRLINES 5 YEAR LEAD-IN

Planes14,340

Carrier Earnings\$3,444,013

Active Benefits\$567,883

"A" Fund\$0

Retirement Benefits\$0

"B" Fund-01k\$424,341

Total\$4,436,237

SELECTED NATIONAL AIRLINES

TOTAL\$455,638

YEARLY - 5 Yrs\$98,728

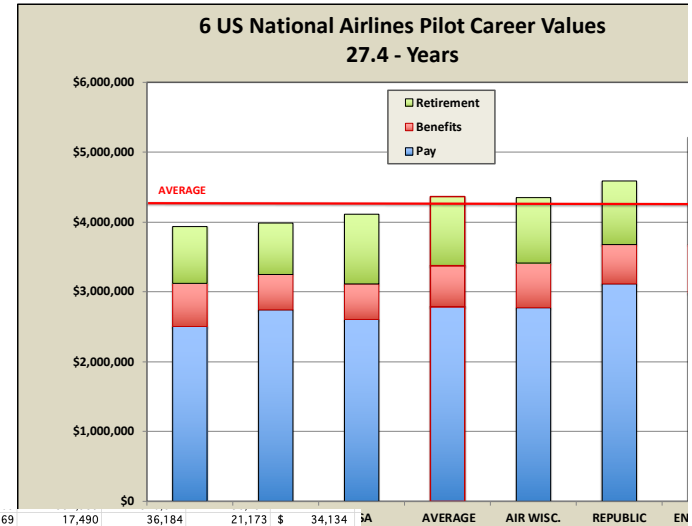
MONTHLY\$8,261

NATIONAL AIRLINE CAREER EARNINGS SUMMARY

AirlinePayBenefitsRetirementTotal

5 Yr 401-k53,22038,36

| | | | |
|------|-----|----|---------------|
| XJET | \$0 | 0% | (\$4,364,015) |
|------|-----|----|---------------|



ASSUMPTIONS FOR AIR WISCONSIN

"A" Formula: None
 "B" Formula: None
 401-K Formula: 2.0 - 6.0
 Contract Date: February 18, 2011
 Amendable Date: February 18, 2016
 Pay Rates Eff: February 18, 2015

| TYPE | # A/C | % TOTAL |
|--------------|-----------|-------------|
| CRJ-200 | 65 | 100% |
| TOTAL | 65 | 100% |

| | |
|------------------|-------|
| Hours / month | 85 |
| 401k Growth Rate | 5.00% |

| Yrs of Serv. | Match | Eligible earnings | Co Contrib. | Pilot Contrib. | Total Contrib. |
|--------------|-------|-------------------|-------------|----------------|----------------|
| All | 100% | 100% | 8.00% | 8% | 16.000% |

5%

ACTIVE SERVICE

| | | | | 0.233 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------|------|------|---------------|----------|--------|---------|---------|--------|-------|---------------------------|-----------|----------------------|---------|-------------------|-------|-----------------|---------|---------------------|-----------|-------------------------------|-----------|------------------------------|---------|---------------------------|-------|-------------------------------|-------|----------------------|-------|---------------------------|-------|-------------------------------|-------|------------------------------|-------|---------------------------|-------|-------|--|
| | | | | HOURLY | | MONTHLY | | ANNUAL | | SIGNING & RETENTION BONUS | | TAKE HOME AFTER 401K | | CUMULATIVE SALARY | | ANNUAL BENEFITS | | CUM ANNUAL BENEFITS | | ANNUAL "A" FUND IN RETIREMENT | | ANNUAL "B" FUND CONTRIBUTION | | ANNUAL 401-K CONTRIBUTION | | CUMULATIVE 401-K CONTRIBUTION | | CUMULATIVE W/ GROWTH | | YEAR TOTAL PAY & BENEFITS | | CUMULATIVE YBY PAY & BENEFITS | | CUMULATIVE TOT. CAREER VALUE | | AVERAGE TOT. CAREER VALUE | | | |
| DATE | AGE | YEAR | POSITION | AIRCRAFT | SALARY | SALARY | SALARY | SALARY | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | BONUS | |
| July 2031 | 37.6 | 1 | First Officer | CRJ-200 | 37.00 | 3,145 | 37,740 | 31,000 | | 63,241 | 63,241 | 8,793 | 8,793 | 0 | 0 | 6,038 | 6,038 | 6,340 | 72,034 | 72,034 | 78,375 | 78,375 | | | | | | | | | | | | | | | | | |
| July 2032 | 38.6 | 2 | First Officer | CRJ-200 | 44.00 | 3,740 | 44,880 | 10,000 | | 50,490 | 113,730 | 10,457 | 19,250 | 0 | 0 | 7,181 | 13,219 | 14,197 | 60,947 | 132,981 | 147,178 | 73,589 | 73,589 | | | | | | | | | | | | | | | | |
| July 2033 | 39.6 | 3 | First Officer | CRJ-200 | 46.00 | 3,910 | 46,920 | 8,000 | | 50,526 | 164,257 | 10,932 | 30,183 | 0 | 0 | 7,507 | 20,726 | 22,790 | 61,459 | 194,440 | 217,229 | 72,410 | 72,410 | | | | | | | | | | | | | | | | |
| July 2034 | 40.6 | 4 | Captain | CRJ-200 | 79.00 | 6,715 | 80,580 | 0 | | 74,134 | 238,390 | 18,775 | 48,958 | 0 | 0 | 12,893 | 33,619 | 37,467 | 92,909 | 287,348 | 324,815 | 81,204 | 81,204 | | | | | | | | | | | | | | | | |
| July 2035 | 41.6 | 5 | Captain | CRJ-200 | 81.00 | 6,885 | 82,620 | 0 | | 82,620 | 321,010 | 19,250 | 68,208 | 0 | 0 | 13,219 | 46,838 | 53,220 | 101,870 | 389,219 | 442,439 | 88,488 | 88,488 | | | | | | | | | | | | | | | | |
| July 2036 | 42.6 | 6 | Captain | CRJ-200 | 84.00 | 7,140 | 85,680 | 0 | | 85,680 | 406,690 | 19,963 | 88,172 | 0 | 0 | 13,709 | 60,547 | 70,275 | 105,643 | 494,862 | 565,138 | 94,190 | 94,190 | | | | | | | | | | | | | | | | |
| July 2037 | 43.6 | 7 | Captain | CRJ-200 | 86.00 | 7,310 | 87,720 | 0 | | 87,720 | 494,410 | 20,439 | 108,611 | 0 | 0 | 14,035 | 74,582 | 88,526 | 108,159 | 603,021 | 691,547 | 98,792 | 98,792 | | | | | | | | | | | | | | | | |
| July 2038 | 44.6 | 8 | Captain | CRJ-200 | 89.00 | 7,565 | 90,780 | 0 | | 90,780 | 585,190 | 21,152 | 129,762 | 0 | 0 | 14,525 | 89,107 | 108,203 | 111,932 | 714,953 | 823,156 | 102,895 | 102,895 | | | | | | | | | | | | | | | | |
| July 2039 | 45.6 | 9 | Captain | CRJ-200 | 92.00 | 7,820 | 93,840 | 0 | | 93,840 | 679,030 | 21,865 | 151,627 | 0 | 0 | 15,014 | 104,122 | 129,379 | 115,705 | 830,657 | 1,006,937 | 111,882 | 111,882 | | | | | | | | | | | | | | | | |
| July 2040 | 46.6 | 10 | Captain | CRJ-200 | 94.00 | 7,990 | 95,880 | 0 | | 95,880 | 774,910 | 22,340 | 173,967 | 0 | 0 | 15,341 | 119,462 | 151,955 | 118,220 | 948,878 | 1,147,733 | 114,773 | 114,773 | | | | | | | | | | | | | | | | |
| July 2041 | 47.6 | 11 | Captain | CRJ-200 | 97.00 | 8,245 | 98,940 | 0 | | 98,940 | 873,850 | 23,053 | 197,020 | 0 | 0 | 15,830 | 135,293 | 176,175 | 121,993 | 1,070,871 | 1,293,946 | 117,631 | 117,631 | | | | | | | | | | | | | | | | |
| July 2042 | 48.6 | 12 | Captain | CRJ-200 | 100.00 | 8,500 | 102,000 | 0 | | 102,000 | 975,850 | 23,766 | 220,786 | 0 | 0 | 16,320 | 151,613 | 202,120 | 125,766 | 1,196,637 | 1,445,657 | 120,471 | 120,471 | | | | | | | | | | | | | | | | |
| July 2043 | 49.6 | 13 | Captain | CRJ-200 | 103.00 | 8,755 | 105,060 | 0 | | 105,060 | 1,080,910 | 24,479 | 245,265 | 0 | 0 | 16,810 | 168,422 | 229,876 | 129,539 | 1,326,176 | 1,602,952 | 123,304 | 123,304 | | | | | | | | | | | | | | | | |
| July 2044 | 50.6 | 14 | Captain | CRJ-200 | 107.00 | 9,095 | 109,140 | 0 | | 109,140 | 1,190,050 | 25,430 | 270,695 | 0 | 0 | 17,462 | 185,885 | 259,705 | 134,570 | 1,460,745 | 1,767,351 | 126,239 | 126,239 | | | | | | | | | | | | | | | | |
| July 2045 | 51.6 | 15 | Captain | CRJ-200 | 109.00 | 9,265 | 111,180 | 0 | | 111,180 | 1,301,230 | 25,905 | 296,600 | 0 | 0 | 17,789 | 203,674 | 291,369 | 137,085 | 1,597,830 | 1,892,779 | 126,185 | 126,185 | | | | | | | | | | | | | | | | |
| July 2046 | 52.6 | 16 | Captain | CRJ-200 | 112.00 | 9,520 | 114,240 | 0 | | 114,240 | 1,415,470 | 26,618 | 323,218 | 0 | 0 | 18,278 | 221,952 | 325,129 | 140,858 | 1,738,688 | 2,070,978 | 129,430 | 129,430 | | | | | | | | | | | | | | | | |
| July 2047 | 53.6 | 17 | Captain | CRJ-200 | 114.00 | 9,690 | 116,280 | 0 | | 116,280 | 1,531,750 | 27,093 | 350,311 | 0 | 0 | 18,605 | 240,557 | 360,921 | 143,373 | 1,882,061 | 2,253,723 | 132,572 | 132,572 | | | | | | | | | | | | | | | | |
| July 2048 | 54.6 | 18 | Captain | CRJ-200 | 117.00 | 9,945 | 119,340 | 0 | | 119,340 | 1,651,090 | 27,806 | 378,117 | 0 | 0 | 19,094 | 259,651 | 399,016 | 147,146 | 2,029,207 | 2,442,544 | 135,697 | 135,697 | | | | | | | | | | | | | | | | |
| July 2049 | 55.6 | 19 | Captain | CRJ-200 | 117.00 | 9,945 | 119,340 | 0 | | 119,340 | 1,770,430 | 27,806 | 405,923 | 0 | 0 | 19,094 | 278,746 | 439,016 | 147,146 | 2,176,354 | 2,633,271 | 138,593 | 138,593 | | | | | | | | | | | | | | | | |
| July 2050 | 56.6 | 20 | Captain | CRJ-200 | 117.00 | 9,945 | 119,340 | 0 | | 119,340 | 1,889,770 | 27,806 | 433,730 | 0 | 0 | 19,094 | 297,840 | 481,016 | 147,146 | 2,323,500 | 2,825,997 | 141,300 | 141,300 | | | | | | | | | | | | | | | | |
| July 2051 | 57.6 | 21 | Captain | CRJ-200 | 117.00 | 9,945 | 119,340 | 0 | | 119,340 | 2,009,110 | 27,806 | 461,536 | 0 | 0 | 19,094 | 316,934 | 525,116 | 147,146 | 2,470,646 | 3,020,823 | 143,849 | 143,849 | | | | | | | | | | | | | | | | |
| July 2052 | 58.6 | 22 | Captain | CRJ-200 | 117.00 | 9,945 | 119,340 | 0 | | 119,340 | 2,128,450 | 27,806 | 489,342 | 0 | 0 | 19,094 | 336,029 | 571,421 | 147,146 | 2,617,792 | 3,217,855 | 146,266 | 146,266 | | | | | | | | | | | | | | | | |
| July 2053 | 59.6 | 23 | Captain | CRJ-200 | 117.00 | 9,945 | 119,340 | 0 | | 119,340 | 2,247,790 | 27,806 | 517,148 | 0 | 0 | 19,094 | 355,123 | 620,041 | 147,146 | 2,764,939 | 3,417,201 | 148,574 | 148,574 | | | | | | | | | | | | | | | | |
| July 2054 | 60.6 | 24 | Captain | CRJ-200 | 117.00 | 9,945 | 119,340 | 0 | | 119,340 | 2,367,130 | 27,806 | 544,954 | 0 | 0 | 19,094 | 374,218 | 671,092 | 147,146 | 2,912,085 | 3,618,979 | 150,791 | 150,791 | | | | | | | | | | | | | | | | |
| July 2055 | 61.6 | 25 | Captain | CRJ-200 | 117.00 | 9,945 | 119,340 | 0 | | 119,340 | 2,486,470 | 27,806 | 572,761 | 0 | 0 | 19,094 | 393,312 | 724,696 | 147,146 | 3,059,231 | 3,823,309 | 152,932 | 152,932 | | | | | | | | | | | | | | | | |
| July 2056 | 62.6 | 26 | Captain | CRJ-200 | 117.00 | 9,945 | 119,340 | 0 | | 119,340 | 2,605,810 | 27,806 | 600,567 | 0 | 0 | 19,094 | 412,406 | 780,980 | 147,146 | 3,206,377 | 4,030,319 | 155,012 | 155,012 | | | | | | | | | | | | | | | | |
| July 2057 | 63.6 | 27 | Captain | CRJ-200 | 117.00 | 9,945 | 119,340 | 0 | | 119,340 | 2,725,150 | 27,806 | 628,373 | 0 | 0 | 19,094 | 431,501 | 840,078 | 147,146 | 3,353,523 | 4,240,144 | 157,042 | 157,042 | | | | | | | | | | | | | | | | |
| November 2057 | 64.0 | 27.4 | Captain | CRJ-200 | 117.00 | 9,945 | 47,736 | 0 | | 47,736 | 2,772,886 | 11,122 | 639,496 | 0 | 0 | 7,638 | 439,139 | 890,101 | 58,858 | 3,412,382 | 4,349,384 | 158,737 | 158,737 | | | | | | | | | | | | | | | | |
| 11/21/57 | 64.0 | 27.4 | | | | | TOTAL | | | 2,744,616 | 49,000 | 2,772,886 | 639,496 | 0 | 0 | 439,139 | | 890,101 | 3,412,382 | 4,349,384 | | | | | | | | | | | | | | | | | | | |

REPUBLIC Airlines Group Retirees

| DATE | AGE | YEARS IN RET. | CUMULATIVE ANNUAL "A" FUND RET INCOME | CUMULATIVE ANNUAL "A" FUND RET INCOME | CUMULATIVE ANNUAL RET. BENEFITS | "B" FUND LUMP SUM | 401-K LUMP SUM | CUMULATIVE ANNUAL RET. INCOME & BENEFITS | YR BY YR RET PAY & BENEFITS |
|---------------|-------|---------------|---------------------------------------|---------------------------------------|---------------------------------|-------------------|----------------|--|-----------------------------|
| November 2058 | 65 | 1 | 0 | 0 | 3,580 | 3,580 | 0 | 890,101 | 893,682 |
| November 2059 | 66 | 2 | 0 | 0 | 3,580 | 7,160 | 0 | 3,580 | 897,262 |
| November 2060 | 67 | 3 | 0 | 0 | 3,580 | 10,741 | 0 | 3,580 | 900,842 |
| November 2061 | 68 | 4 | 0 | 0 | 3,580 | 14,321 | 0 | 3,580 | 904,422 |
| November 2062 | 69 | 5 | 0 | 0 | 3,580 | 17,901 | 0 | 3,580 | 908,002 |
| November 2063 | 70 | 6 | 0 | 0 | 3,580 | 21,481 | 0 | 3,580 | 911,583 |
| November 2064 | 71 | 7 | 0 | 0 | 3,580 | 25,061 | 0 | 3,580 | 915,163 |
| November 2065 | 72 | 8 | 0 | 0 | 3,580 | 28,642 | 0 | 3,580 | 918,743 |
| November 2066 | 73 | 9 | 0 | 0 | 3,580 | 32,222 | 0 | 3,580 | 922,323 |
| November 2067 | 74 | 10 | 0 | 0 | 3,580 | 35,802 | 0 | 3,580 | 925,903 |
| November 2068 | 75 | 11 | 0 | 0 | 3,580 | 39,382 | 0 | 3,580 | 929,484 |
| November 2069 | 76 | 12 | 0 | 0 | 3,580 | 42,962 | 0 | 3,580 | 933,064 |
| November 2070 | 77 | 13 | 0 | 0 | 3,580 | 46,543 | 0 | 3,580 | 936,644 |
| December 2070 | 77.1 | 13.1 | 0 | 0 | 358 | 46,901 | 0 | 358 | 937,002 |
| 12/28/70 | 77.10 | 13.1 | | | 46,901 | | | 890,101 | 937,002 |

| FULL CAREER EARNINGS SUMMARY | | |
|------------------------------|------------------|--|
| Career Income | 2,772,886 | |
| AIR WISC. Active Benefits | 639,496 | |
| "A" Fund | 0 | |
| Ret Benefits | 46,901 | |
| "B" Fund/401K | 890,101 | |
| Total | 4,349,384 | |

| 5 YEAR LEAD IN EARNINGS SUMMARY | | |
|---------------------------------|----------------|--|
| Career Income | 321,010 | |
| AIR WISC. Active Benefits | 68,208 | |
| "A" Fund | 0 | |
| Ret Benefits | 0 | |
| "B" Fund/401K | 53,220 | |
| Total | 442,439 | |

| AIR WISC. AIRLINES SUMMARY | |
|----------------------------|-------------|
| TOTAL | \$4,349,384 |
| YEARLY - 10 Yrs | \$107,658 |
| MONTHLY | \$8,972 |

| | |
|------------------|-----------|
| RETIREMENT TOTAL | 936,644 |
| ACTIVE TOTAL | 3,412,382 |
| CAREER TOTAL | 4,349,384 |

| AIR WISC. AIRLINES SUMMARY | |
|----------------------------|-----------|
| TOTAL | \$442,439 |
| YEARLY - 5 Yr | \$63,206 |
| MONTHLY | \$5,267 |

| ASSUMPTIONS FOR ENDEAVOR AIRLINES | | | | | | | | | | | | | | |
|-----------------------------------|--|-------------------|--|--|--|--|--|--|--|--|--|--|--|--|
| A* Formula: | | None | | | | | | | | | | | | |
| B* Formula: | | None | | | | | | | | | | | | |
| 401-K Formula: | | 2.0 - 6.0 | | | | | | | | | | | | |
| Contract Date: | | February 18, 2011 | | | | | | | | | | | | |
| Amendable Date: | | February 18, 2016 | | | | | | | | | | | | |
| Pay Rates Eff: | | February 18, 2015 | | | | | | | | | | | | |

| TYPE | # A/C | % TOTAL |
|---------|-------|---------|
| CRJ-200 | 42 | 27% |
| CRJ-700 | 3 | 2% |
| CRJ-900 | 109 | 71% |
| TOTAL | 154 | 100% |

| | |
|-------------------|-------|
| Hours / month | 95 |
| 401-K Growth Rate | 5.00% |

| Yrs. of Serv. | Match | Eligible earnings | Co Contrib. | Prior Contrib. | Total Contrib. |
|---------------|-------|-------------------|-------------|----------------|----------------|
| 1st | 0% | 0% | 0.00% | 0% | 0.0% |
| 2 to Ret | 100% | 100.0% | 12.50% | 12.5% | 25.0% |

| 5% | | | | | | | | | | | | | | | | | | | | | |
|---------------|-------|------|---------------|----------|---------------|----------------|---------------|---------------------------|-----------------------|-------------------|-----------------------|---------------------|----------------------------|------------------------------|---------------------------------|-------------------------------|----------------------------|-----------------------|----------------------------------|------------------------|--------------------------------|
| DATE | AGE | YEAR | POSITION | AIRCRAFT | HOURLY SALARY | MONTHLY SALARY | ANNUAL SALARY | SIGNING & RETENTION BONUS | TAKE HOME AFTER 401-K | CUMULATIVE SALARY | 0.233 ANNUAL BENEFITS | CUM ANNUAL BENEFITS | ANNUAL "A" FUND RETIREMENT | ANNUAL "B" FUND CONTRIBUTION | TOTAL ANNUAL 401-K CONTRIBUTION | CUMULATIVE 401-K CONTRIBUTION | CUMULATIVE 401-K W/ GROWTH | YEARLY PAY & BENEFITS | CUMULATIVE YEARLY PAY & BENEFITS | TOTAL CUMULATIVE VALUE | AVERAGE TOTAL CUMULATIVE VALUE |
| July 2011 | 37.04 | 1 | First Officer | CRJ-200 | \$1.00 | \$,135 | \$1,320 | \$10,000 | \$2,620 | \$2,620 | 12,121 | 12,121 | 0 | 0 | 0 | 0 | 0 | 74,141 | 74,141 | 74,141 | 74,141 |
| July 2012 | 38.6 | 2 | First Officer | CRJ-200 | 58.00 | 4,930 | 59,160 | 0 | 59,160 | 121,180 | 13,784 | 25,905 | 0 | 0 | 14,790 | 14,790 | 15,530 | 72,944 | 147,085 | 162,614 | 81,307 |
| July 2013 | 39.6 | 3 | First Officer | CRJ-900 | 63.00 | 5,355 | 64,260 | 0 | 64,260 | 185,440 | 14,973 | 40,878 | 0 | 0 | 16,065 | 30,855 | 33,174 | 79,233 | 226,318 | 250,492 | 86,497 |
| July 2014 | 40.6 | 4 | Captain | CRJ-900 | 92.00 | 7,820 | 93,840 | 0 | 93,840 | 279,280 | 21,865 | 62,742 | 0 | 0 | 23,400 | 54,315 | 59,466 | 115,705 | 342,022 | 401,488 | 109,372 |
| July 2015 | 41.6 | 5 | Captain | CRJ-200 | 94.00 | 7,990 | 95,880 | 0 | 95,880 | 375,160 | 22,340 | 85,082 | 0 | 0 | 23,970 | 78,282 | 87,601 | 118,230 | 460,242 | 547,830 | 109,570 |
| July 2016 | 42.6 | 6 | Captain | CRJ-200 | 96.00 | 8,160 | 97,920 | 0 | 97,920 | 473,080 | 22,815 | 107,898 | 0 | 0 | 24,480 | 102,765 | 117,692 | 120,735 | 580,978 | 698,670 | 116,445 |
| July 2017 | 43.6 | 7 | Captain | CRJ-200 | 98.00 | 8,330 | 99,960 | 0 | 99,960 | 573,040 | 23,291 | 131,188 | 0 | 0 | 24,960 | 127,755 | 149,816 | 122,251 | 704,228 | 854,045 | 122,006 |
| July 2018 | 44.6 | 8 | Captain | CRJ-200 | 100.00 | 8,500 | 102,000 | 0 | 102,000 | 675,040 | 23,766 | 154,954 | 0 | 0 | 25,500 | 153,255 | 184,082 | 125,766 | 829,994 | 1,014,076 | 126,760 |
| July 2019 | 45.6 | 9 | Captain | CRJ-200 | 103.00 | 8,755 | 105,060 | 0 | 105,060 | 780,100 | 24,479 | 179,433 | 0 | 0 | 26,265 | 179,520 | 220,864 | 129,539 | 959,533 | 1,228,501 | 136,500 |
| July 2020 | 46.6 | 10 | Captain | CRJ-200 | 105.00 | 8,925 | 107,100 | 0 | 107,100 | 887,200 | 24,954 | 204,388 | 0 | 0 | 26,775 | 206,295 | 260,021 | 132,054 | 1,091,588 | 1,399,712 | 139,971 |
| July 2021 | 47.6 | 11 | Captain | CRJ-200 | 108.00 | 9,180 | 110,160 | 0 | 110,160 | 997,360 | 25,667 | 230,055 | 0 | 0 | 27,540 | 233,835 | 301,939 | 135,827 | 1,227,415 | 1,577,458 | 143,405 |
| July 2022 | 48.6 | 12 | Captain | CRJ-200 | 110.00 | 9,350 | 112,200 | 0 | 112,200 | 1,109,560 | 26,143 | 256,197 | 0 | 0 | 28,050 | 261,885 | 346,489 | 138,343 | 1,365,757 | 1,760,330 | 146,696 |
| July 2023 | 49.6 | 13 | Captain | CRJ-200 | 113.00 | 9,605 | 115,260 | 0 | 115,260 | 1,224,820 | 26,566 | 283,653 | 0 | 0 | 28,815 | 290,700 | 394,069 | 142,116 | 1,507,873 | 1,950,045 | 150,003 |
| July 2024 | 50.6 | 14 | Captain | CRJ-200 | 116.00 | 9,860 | 118,320 | 0 | 118,320 | 1,343,140 | 27,569 | 310,622 | 0 | 0 | 29,580 | 320,280 | 444,832 | 145,889 | 1,653,762 | 2,146,696 | 153,335 |
| July 2025 | 51.6 | 15 | Captain | CRJ-200 | 120.00 | 10,200 | 122,400 | 0 | 122,400 | 1,465,540 | 28,519 | 339,141 | 0 | 0 | 30,600 | 350,880 | 499,203 | 150,919 | 1,804,681 | 2,307,556 | 153,837 |
| July 2026 | 52.6 | 16 | Captain | CRJ-900 | 120.00 | 10,200 | 122,400 | 0 | 122,400 | 1,587,940 | 28,519 | 367,660 | 0 | 0 | 30,600 | 381,480 | 556,293 | 150,919 | 1,955,600 | 2,519,237 | 157,452 |
| July 2027 | 53.6 | 17 | Captain | CRJ-900 | 120.00 | 10,200 | 122,400 | 0 | 122,400 | 1,710,340 | 28,519 | 396,179 | 0 | 0 | 30,600 | 412,080 | 616,238 | 150,919 | 2,106,519 | 2,733,773 | 160,810 |
| July 2028 | 54.6 | 18 | Captain | CRJ-900 | 120.00 | 10,200 | 122,400 | 0 | 122,400 | 1,832,740 | 28,519 | 424,698 | 0 | 0 | 30,600 | 442,680 | 679,180 | 150,919 | 2,257,438 | 2,951,306 | 163,961 |
| July 2029 | 55.6 | 19 | Captain | CRJ-900 | 120.00 | 10,200 | 122,400 | 0 | 122,400 | 1,955,140 | 28,519 | 453,218 | 0 | 0 | 30,600 | 473,280 | 745,269 | 150,919 | 2,408,358 | 3,171,986 | 166,947 |
| July 2030 | 56.6 | 20 | Captain | CRJ-900 | 120.00 | 10,200 | 122,400 | 0 | 122,400 | 2,077,540 | 28,519 | 481,737 | 0 | 0 | 30,600 | 503,880 | 814,662 | 150,919 | 2,559,277 | 3,395,971 | 169,799 |
| July 2031 | 57.6 | 21 | Captain | CRJ-900 | 120.00 | 10,200 | 122,400 | 0 | 122,400 | 2,199,940 | 28,519 | 510,256 | 0 | 0 | 30,600 | 534,480 | 887,525 | 150,919 | 2,710,196 | 3,623,425 | 172,544 |
| July 2032 | 58.6 | 22 | Captain | CRJ-900 | 120.00 | 10,200 | 122,400 | 0 | 122,400 | 2,322,340 | 28,519 | 538,775 | 0 | 0 | 30,600 | 565,080 | 964,032 | 150,919 | 2,861,115 | 3,854,523 | 175,206 |
| July 2033 | 59.6 | 23 | Captain | CRJ-900 | 120.00 | 10,200 | 122,400 | 0 | 122,400 | 2,444,740 | 28,519 | 567,294 | 0 | 0 | 30,600 | 595,680 | 1,044,363 | 150,919 | 3,012,034 | 4,089,446 | 177,862 |
| July 2034 | 60.6 | 24 | Captain | CRJ-900 | 120.00 | 10,200 | 122,400 | 0 | 122,400 | 2,567,140 | 28,519 | 595,814 | 0 | 0 | 30,600 | 626,280 | 1,128,711 | 150,919 | 3,162,954 | 4,328,385 | 180,349 |
| July 2035 | 61.6 | 25 | Captain | CRJ-900 | 120.00 | 10,200 | 122,400 | 0 | 122,400 | 2,689,540 | 28,519 | 624,333 | 0 | 0 | 30,600 | 656,880 | 1,217,277 | 150,919 | 3,313,873 | 4,571,542 | 182,862 |
| July 2036 | 62.6 | 26 | Captain | CRJ-900 | 120.00 | 10,200 | 122,400 | 0 | 122,400 | 2,811,940 | 28,519 | 652,852 | 0 | 0 | 30,600 | 687,480 | 1,310,271 | 150,919 | 3,464,792 | 4,819,127 | 185,351 |
| July 2037 | 63.6 | 27 | Captain | CRJ-900 | 120.00 | 10,200 | 122,400 | 0 | 122,400 | 2,934,340 | 28,519 | 681,371 | 0 | 0 | 30,600 | 718,080 | 1,407,914 | 150,919 | 3,615,711 | 5,071,362 | 187,828 |
| November 2037 | 64.0 | 27.4 | Captain | CRJ-900 | 120.00 | 10,200 | 122,400 | 0 | 122,400 | 2,983,300 | 11,408 | 692,779 | 0 | 0 | 12,240 | 730,320 | 1,491,162 | 160,368 | 3,676,079 | 5,215,344 | 190,341 |
| 11/21/37 | 64 | 27.4 | | | | | TOTAL | 2,973,300 | 10,000 | 2,983,300 | 692,779 | | 0 | 0 | 730,320 | | 1,491,162 | 3,676,079 | | 5,215,344 | |

| REPUBLIC Airlines Group Retirees | | | | | | | | | | | | | | |
|----------------------------------|------|-------|----------------------------|---------------------------------------|----------------------|------------------------------|------------------------------|---|---------------------------|--|--|--|--|--|
| DATE | AGE | YEARS | ANNUAL "A" FUND RET INCOME | CUMULATIVE ANNUAL "A" FUND RET INCOME | ANNUAL RET. BENEFITS | CUMULATIVE "B" FUND LUMP SUM | ANNUAL RET. INCOME & BENEFIT | CUMULATIVE ANNUAL RET. INCOME & BENEFIT | YEARLY RET PAY & BENEFITS | | | | | |
| November 2018 | 65 | 1 | 0 | 0 | 3,672 | 3,672 | 0 | 1,491,162 | 1,494,834 | | | | | |
| November 2019 | 66 | 2 | 0 | 0 | 3,672 | 7,344 | 0 | 1,491,162 | 1,498,506 | | | | | |
| November 2020 | 67 | 3 | 0 | 0 | 3,672 | 11,016 | 0 | 1,491,162 | 1,502,178 | | | | | |
| November 2021 | 68 | 4 | 0 | 0 | 3,672 | 14,688 | 0 | 1,491,162 | 1,505,850 | | | | | |
| November 2022 | 69 | 5 | 0 | 0 | 3,672 | 18,360 | 0 | 1,491,162 | 1,509,522 | | | | | |
| November 2023 | 70 | 6 | 0 | 0 | 3,672 | 22,032 | 0 | 1,491,162 | 1,513,194 | | | | | |
| November 2024 | 71 | 7 | 0 | 0 | 3,672 | 25,704 | 0 | 1,491,162 | 1,516,866 | | | | | |
| November 2025 | 72 | 8 | 0 | 0 | 3,672 | 29,376 | 0 | 1,491,162 | 1,520,538 | | | | | |
| November 2026 | 73 | 9 | 0 | 0 | 3,672 | 33,048 | 0 | 1,491,162 | 1,524,210 | | | | | |
| November 2027 | 74 | 10 | 0 | 0 | 3,672 | 36,720 | 0 | 1,491,162 | 1,527,882 | | | | | |
| November 2028 | 75 | 11 | 0 | 0 | 3,672 | 40,392 | 0 | 1,491,162 | 1,531,554 | | | | | |
| November 2029 | 76 | 12 | 0 | 0 | 3,672 | 44,064 | 0 | 1,491,162 | 1,535,226 | | | | | |
| November 2030 | 77 | 13 | 0 | 0 | 3,672 | 47,736 | 0 | 1,491,162 | 1,538,898 | | | | | |
| December 2030 | 77.1 | 13.1 | 0 | 0 | 3,672 | 48,103 | 0 | 1,491,162 | 1,539,265 | | | | | |
| 12/28/30 | 77.1 | 13 | | | 48,103 | | 1,491,162 | 1,539,265 | | | | | | |

| FULL CAREER EARNINGS SUMMARY | | | | | | | | | | | | | | |
|------------------------------|-------------|--|--|--|-----------|--|--|--|-----------|--|--|--|-----------|--|
| TOTAL | \$5,315,344 | | | | 1,539,265 | | | | 3,676,079 | | | | 5,215,344 | |
| YEARS 1-20 Yrs | \$196,341 | | | | \$196,341 | | | | \$196,341 | | | | \$196,341 | |
| MONTHLY | \$15,862 | | | | \$15,862 | | | | \$15,862 | | | | \$15,862 | |

| ENDEAVOR AIRLINES SUMMARY | | | | | | | | | | | | | | |
|---------------------------|-------------|--|--|--|-----------|--|--|--|-----------|--|--|--|-----------|--|
| TOTAL | \$5,315,344 | | | | 1,539,265 | | | | 3,676,079 | | | | 5,215,344 | |
| YEARS 1-20 Yrs | \$196,341 | | | | \$196,341 | | | | \$196,341 | | | | \$196,341 | |
| MONTHLY | \$15,862 | | | | \$15,862 | | | | \$15,862 | | | | \$15,862 | |

| ENDEAVOR AIR SUMMARY | | | | | | | | | | | | | | |
|----------------------|-------------|--|--|--|-----------|--|--|--|-----------|--|--|--|-----------|--|
| TOTAL | \$5,315,344 | | | | 1,539,265 | | | | 3,676,079 | | | | 5,215,344 | |
| YEARS 1-5 Yrs | \$196,341 | | | | \$196,341 | | | | \$196,341 | | | | \$196,341 | |
| MONTHLY | \$15,862 | | | | \$15,862 | | | | \$15,862 | | | | \$15,862 | |

2/18/19

First Officer Captain

As of 2/18/11

ASSUMPTIONS FOR PSA AIRLINES

*A' Formula

None

*B' Formula

None

401-K Formula

4.5 - 21.5%

Start 6 Mo of Service

Contract Date

May 1, 2013

Vested 3 Years

Amendable Date

April 1, 2018

Mo. Guarantee

75

Pay Rates Eff.

April 1, 2015

TYPE

A/C

% TOTAL

CRJ-200

35

25%

CRJ-700

49

36%

CRJ-900

54

39%

TOTAL

138

100%

Hours / month

83

401K Growth Rate

5.00%

Yrs of Serv.

Co Contrib

Co. Match

Eligible earnings

Co Contrib

Pilot Contrib

Total Contrib

5 to 5

1.5%

50%

2%

1.00%

2%

4.5%

6 to 7

2.0%

50%

4%

2.00%

8%

8.0%

8 to 10

2.5%

50%

8%

4.00%

8%

14.5%

10+

3.5%

75%

8%

6.00%

12%

21.5%

ACTIVE SERVICE

| DATE | AGE | YEAR | POSITION | AIRCRAFT | HOURLY SALARY | MONTHLY SALARY | ANNUAL SALARY | SIGNING RETENTION BONUS | TAKE HOME AFTER 401K | CUMULATIVE SALARY | ANNUAL BENEFITS | CUM ANNUAL BENEFITS | ANNUAL "A" FUND "B" FUND RETIREMENT | ANNUAL CONTRIBUTION | ANNUAL CONTRIBUTION | COMPANY CUMULATIVE 401-K | COMPANY CUMULATIVE 401-K | YEAR TOTAL PAY & BENEFITS | CUMULATIVE YBY PAY & BENEFITS | TOT. CAREER VALUE | AVERAGE TOT. CAREER VALUE |
|---------------|------|------|---------------|----------|---------------|----------------|---------------|-------------------------|----------------------|-------------------|-----------------|---------------------|-------------------------------------|---------------------|---------------------|--------------------------|--------------------------|---------------------------|-------------------------------|-------------------|---------------------------|
| July 2031 | 37.6 | 1 | First Officer | CRJ-200 | 50.00 | 4,250 | 51,000 | 10,000 | 59,780 | 61,000 | 8,823 | 8,823 | 0 | 0 | 2,295 | 2,295 | 2,410 | 68,603 | 68,603 | 71,013 | 71,013 |
| July 2032 | 38.6 | 2 | First Officer | CRJ-200 | 52.00 | 4,420 | 53,040 | 8,000 | 59,819 | 122,040 | 9,176 | 17,999 | 0 | 0 | 2,387 | 4,682 | 5,036 | 68,995 | 137,598 | 142,634 | 71,317 |
| July 2033 | 39.6 | 3 | First Officer | CRJ-900 | 54.00 | 4,590 | 55,080 | | 53,978 | 177,120 | 9,529 | 27,528 | 0 | 0 | 2,479 | 7,160 | 7,891 | 63,507 | 201,105 | 208,996 | 69,665 |
| July 2034 | 40.6 | 4 | Captain | CRJ-900 | 88.00 | 7,480 | 89,760 | | 87,965 | 266,880 | 15,528 | 43,056 | 0 | 0 | 4,039 | 11,200 | 12,526 | 103,493 | 304,599 | 317,125 | 79,281 |
| July 2035 | 41.6 | 5 | Captain | CRJ-200 | 90.00 | 7,650 | 91,800 | | 89,964 | 358,680 | 15,881 | 58,938 | 0 | 0 | 4,131 | 15,331 | 17,490 | 105,845 | 410,444 | 455,934 | 85,587 |
| July 2036 | 42.6 | 6 | Captain | CRJ-200 | 92.00 | 7,820 | 93,840 | | 90,086 | 452,520 | 16,234 | 75,172 | 0 | 0 | 7,507 | 22,838 | 26,247 | 106,321 | 516,765 | 543,012 | 90,502 |
| July 2037 | 43.6 | 7 | Captain | CRJ-200 | 94.00 | 7,990 | 95,880 | | 92,045 | 548,400 | 16,587 | 91,759 | 0 | 0 | 7,670 | 30,508 | 35,614 | 108,632 | 625,397 | 661,010 | 94,430 |
| July 2038 | 44.6 | 8 | Captain | CRJ-200 | 96.00 | 8,160 | 97,920 | | 90,086 | 646,320 | 16,940 | 108,699 | 0 | 0 | 14,198 | 44,707 | 52,303 | 107,027 | 732,423 | 784,726 | 98,091 |
| July 2039 | 45.6 | 9 | Captain | CRJ-200 | 98.00 | 8,330 | 99,960 | | 91,963 | 746,280 | 17,293 | 125,992 | 0 | 0 | 14,494 | 59,201 | 70,137 | 109,256 | 841,680 | 911,816 | 101,313 |
| July 2040 | 46.6 | 10 | Captain | CRJ-200 | 100.00 | 8,500 | 102,000 | | 93,840 | 848,280 | 17,646 | 143,638 | 0 | 0 | 14,790 | 73,991 | 89,173 | 111,486 | 953,166 | 1,042,339 | 104,239 |
| July 2041 | 47.6 | 11 | Captain | CRJ-700 | 102.00 | 8,670 | 104,040 | | 91,555 | 952,320 | 17,999 | 161,637 | 0 | 0 | 23,369 | 96,359 | 117,119 | 109,554 | 1,062,720 | 1,179,838 | 107,288 |
| July 2042 | 48.6 | 12 | Captain | CRJ-700 | 104.00 | 8,840 | 106,080 | | 93,550 | 1,058,400 | 18,352 | 179,989 | 0 | 0 | 22,807 | 119,167 | 146,922 | 111,702 | 1,174,422 | 1,321,344 | 110,112 |
| July 2043 | 49.6 | 13 | Captain | CRJ-700 | 106.00 | 9,010 | 108,120 | | 95,146 | 1,166,520 | 18,705 | 198,694 | 0 | 0 | 23,246 | 142,412 | 178,676 | 113,850 | 1,288,272 | 1,466,949 | 112,842 |
| July 2044 | 50.6 | 14 | Captain | CRJ-700 | 109.00 | 9,265 | 111,180 | | 97,838 | 1,277,700 | 19,234 | 217,928 | 0 | 0 | 23,904 | 166,316 | 212,709 | 117,073 | 1,405,345 | 1,618,054 | 115,575 |
| July 2045 | 51.6 | 15 | Captain | CRJ-700 | 111.00 | 9,435 | 113,220 | | 99,634 | 1,390,920 | 19,587 | 237,515 | 0 | 0 | 24,342 | 190,658 | 248,904 | 119,221 | 1,524,566 | 1,777,019 | 118,468 |
| July 2046 | 52.6 | 16 | Captain | CRJ-900 | 114.00 | 9,690 | 116,280 | | 102,326 | 1,507,200 | 20,116 | 257,632 | 0 | 0 | 25,000 | 215,659 | 287,596 | 122,443 | 1,647,008 | 1,941,707 | 121,357 |
| July 2047 | 53.6 | 17 | Captain | CRJ-900 | 116.00 | 9,860 | 118,320 | | 104,122 | 1,625,520 | 20,469 | 278,101 | 0 | 0 | 25,439 | 241,097 | 328,690 | 124,591 | 1,771,599 | 2,110,938 | 124,173 |
| July 2048 | 54.6 | 18 | Captain | CRJ-900 | 119.00 | 10,115 | 121,380 | | 106,814 | 1,746,900 | 20,999 | 299,100 | 0 | 0 | 26,097 | 267,194 | 372,526 | 127,813 | 1,899,413 | 2,286,137 | 127,008 |
| July 2049 | 55.6 | 19 | Captain | CRJ-900 | 119.00 | 10,115 | 121,380 | | 106,814 | 1,868,280 | 20,999 | 320,098 | 0 | 0 | 26,097 | 293,291 | 418,554 | 127,813 | 2,027,226 | 2,463,528 | 129,659 |
| July 2050 | 56.6 | 20 | Captain | CRJ-900 | 119.00 | 10,115 | 121,380 | | 106,814 | 1,989,660 | 20,999 | 341,097 | 0 | 0 | 26,097 | 319,388 | 466,883 | 127,813 | 2,155,039 | 2,643,020 | 132,161 |
| July 2051 | 57.6 | 21 | Captain | CRJ-900 | 119.00 | 10,115 | 121,380 | | 106,814 | 2,111,040 | 20,999 | 362,096 | 0 | 0 | 26,097 | 345,484 | 517,629 | 127,813 | 2,282,852 | 2,825,328 | 134,539 |
| July 2052 | 58.6 | 22 | Captain | CRJ-900 | 119.00 | 10,115 | 121,380 | | 106,814 | 2,232,420 | 20,999 | 383,095 | 0 | 0 | 26,097 | 371,581 | 570,912 | 127,813 | 2,410,665 | 3,009,974 | 136,817 |
| July 2053 | 59.6 | 23 | Captain | CRJ-900 | 119.00 | 10,115 | 121,380 | | 106,814 | 2,353,800 | 20,999 | 404,093 | 0 | 0 | 26,097 | 397,678 | 626,859 | 127,813 | 2,538,478 | 3,197,284 | 139,012 |
| July 2054 | 60.6 | 24 | Captain | CRJ-900 | 119.00 | 10,115 | 121,380 | | 106,814 | 2,475,180 | 20,999 | 425,092 | 0 | 0 | 26,097 | 423,774 | 685,064 | 127,813 | 2,666,291 | 3,387,391 | 141,141 |
| July 2055 | 61.6 | 25 | Captain | CRJ-900 | 119.00 | 10,115 | 121,380 | | 106,814 | 2,596,560 | 20,999 | 446,091 | 0 | 0 | 26,097 | 449,871 | 747,285 | 127,813 | 2,794,104 | 3,580,435 | 143,217 |
| July 2056 | 62.6 | 26 | Captain | CRJ-900 | 119.00 | 10,115 | 121,380 | | 106,814 | 2,717,940 | 20,999 | 467,090 | 0 | 0 | 26,097 | 475,968 | 812,051 | 127,813 | 2,921,918 | 3,776,564 | 145,293 |
| July 2057 | 63.6 | 27 | Captain | CRJ-900 | 119.00 | 10,115 | 121,380 | | 106,814 | 2,839,320 | 20,999 | 488,088 | 0 | 0 | 26,097 | 502,064 | 880,056 | 127,813 | 3,049,731 | 3,975,931 | 147,257 |
| November 2057 | 64.0 | 27.4 | Captain | CRJ-900 | 119.00 | 10,115 | 121,380 | | 42,726 | 2,960,700 | 20,999 | 509,087 | 0 | 0 | 26,097 | 528,161 | 951,459 | 63,725 | 3,113,455 | 4,111,414 | 150,052 |
| 11/21/57 | 64.0 | 36.4 | | | | | TOTAL | | 2,942,700 | 18,000 | 2,604,368 | 509,087 | 0 | 0 | 528,161 | | 951,459 | | 3,113,455 | | |

PSA Airlines Retirement

| DATE | AGE | YEARS IN RET. | ANNUAL "A" FUND RET. | CUMULATIVE ANNUAL "A" FUND RET. INCOME | ANNUAL RET. BENEFITS | CUMULATIVE ANNUAL RET. BENEFITS | "B" FUND LUMP SUM | CUMULATIVE ANNUAL RET. INCOME & BENE | YR BY YR RET PAY & BENEFITS | YR BY YR RET PAY & BENEFITS |
|---------------|-------|---------------|----------------------|--|----------------------|---------------------------------|-------------------|--------------------------------------|-----------------------------|-----------------------------|
| November 2058 | 65 | 1 | 0 | 0 | 3,550 | 3,550 | 0 | 951,459 | 955,009 | 955,009 |
| November 2059 | 66 | 2 | 0 | 0 | 3,550 | 7,099 | 0 | 0 | 3,550 | 958,559 |
| November 2060 | 67 | 3 | 0 | 0 | 3,550 | 10,649 | 0 | 0 | 3,550 | 962,108 |
| November 2061 | 68 | 4 | 0 | 0 | 3,550 | 14,198 | 0 | 0 | 3,550 | 965,658 |
| November 2062 | 69 | 5 | 0 | 0 | 3,550 | 17,748 | 0 | 0 | 3,550 | 969,207 |
| November 2063 | 70 | 6 | 0 | 0 | 3,550 | 21,298 | 0 | 0 | 3,550 | 972,757 |
| November 2064 | 71 | 7 | 0 | 0 | 3,550 | 24,847 | 0 | 0 | 3,550 | 976,307 |
| November 2065 | 72 | 8 | 0 | 0 | 3,550 | 28,397 | 0 | 0 | 3,550 | 979,856 |
| November 2066 | 73 | 9 | 0 | 0 | 3,550 | 31,946 | 0 | 0 | 3,550 | 983,406 |
| November 2067 | 74 | 10 | 0 | 0 | 3,550 | 35,496 | 0 | 0 | 3,550 | 986,955 |
| November 2068 | 75 | 11 | 0 | 0 | 3,550 | 39,046 | 0 | 0 | 3,550 | 990,505 |
| November 2069 | 76 | 12 | 0 | 0 | 3,550 | 42,595 | 0 | 0 | 3,550 | 994,054 |
| November 2070 | 77 | 13 | 0 | 0 | 3,550 | 46,145 | 0 | 0 | 3,550 | 997,604 |
| December 2070 | 77.1 | 13.1 | 0 | 0 | 355 | 46,500 | 0 | 0 | 355 | 997,959 |
| 12/28/70 | 77.10 | 13.10 | | | 46,500 | | | 997,959 | | |

FULL CARRIER EARNINGS SUMMARY

| | |
|-----------------|-----------|
| Career Income | 2,604,368 |
| Active Benefits | 509,087 |
| "A" Fund | 0 |
| Ret Benefits | 46,500 |
| "B" Fund/401K | 951,459 |
| Total | 4,111,414 |

5 - YEAR LEAD IN EARNINGS SUMMARY

| | |
|-----------------|---------|
| Career Income | 351,506 |
| Active Benefits | 58,938 |
| "A" Fund | 0 |
| Ret Benefits | 0 |
| "B" Fund/401K | 17,490 |
| Total | 427,934 |

PSA AIRLINES SUMMARY

| | |
|---------------|-------------|
| TOTAL | \$4,111,414 |
| YEARLY-40.4 Y | \$150,052 |
| MONTHLY | \$12,504 |

PSA AIRLINES SUMMARY

| | |
|--------------|-----------|
| TOTAL | \$427,934 |
| YEARLY-5 Yrs | \$85,587 |
| MONTHLY | \$7,132 |

PSA AIRLINES SUMMARY

| | |
|--------------|-----------|
| TOTAL | 997,959 |
| ACTIVE TOTAL | 0 |
| CAREER TOTAL | 3,113,455 |

ASSUMPTIONS FOR REPUBLIC AIRLINES GROUP

"A" Formula: None
 "B" Formula: None
 401-K Formula: 2.5 - 6.0
 Contract Date: October 1, 2002
 Amendment Date: October 1, 2007
 Pay Rates Eff: March 1, 2011

| TYPE | # A/C | % TOTAL |
|--------------|------------|-------------|
| EMB-175 | 57 | 30% |
| EMB-170 | 132 | 70% |
| TOTAL | 189 | 100% |

| | |
|------------------|-------|
| Hours / month | 85 |
| 401k Growth Rate | 5.00% |

| 401-K % | Years of Service | Pilot Contribution | Total |
|------------------|------------------|--------------------|--------|
| 3% 0 to 5 years | | 6.00% | 9.00% |
| 4% 6 to 10 years | | 8.00% | 12.00% |
| 5% over 10 Years | | 10.00% | 15.00% |

| 5% | | | | | | | | | | | | | | | | | | | | | | | | |
|----------------|------|------|---------------|----------|---------------|----------------|---------------|-------------------------|----------------------|-------------------|-----------------------|---------------------|-------------------------------|-------------------------------|---------------------------------|-------------------------------------|----------------------------|---------------------------|-------------------------------|------------------------------|---------------------------|---------|-----------|-----------|
| ACTIVE SERVICE | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | |
| DATE | AGE | YEAR | POSITION | AIRCRAFT | HOURLY SALARY | MONTHLY SALARY | ANNUAL SALARY | SIGNING RETENTION BONUS | TAKE HOME AFTER 401K | CUMULATIVE SALARY | 17.3% ANNUAL BENEFITS | CUM ANNUAL BENEFITS | ANNUAL "A" FUND IN RETIREMENT | ANNUAL "B" FUND IN RETIREMENT | TOTAL ANNUAL 401-K CONTRIBUTION | TOTAL CUMULATIVE 401-K CONTRIBUTION | TOTAL CUMULATIVE W/ GROWTH | YEAR-TOTAL PAY & BENEFITS | CUMULATIVE YBY PAY & BENEFITS | CUMULATIVE TOT. CAREER VALUE | AVERAGE TOT. CAREER VALUE | | | |
| July 2031 | 37.6 | 1 | First Officer | ALL | 46.00 | 3,910 | 46,920 | 10,000 | 55,212 | 56,920 | 9,847 | 9,847 | 0 | 0 | 4,223 | 4,223 | 4,434 | 65,060 | 65,060 | 69,494 | 69,494 | | | |
| July 2032 | 38.6 | 2 | First Officer | ALL | 52.00 | 4,420 | 53,040 | 5,000 | 56,299 | 114,960 | 9,176 | 19,023 | 0 | 0 | 4,774 | 8,996 | 9,668 | 65,475 | 130,534 | 140,202 | 70,101 | | | |
| July 2033 | 39.6 | 3 | First Officer | ALL | 53.00 | 4,505 | 54,060 | 2,500 | 54,863 | 171,520 | 9,352 | 28,375 | 0 | 0 | 4,865 | 13,862 | 15,260 | 64,216 | 194,750 | 210,010 | 70,003 | | | |
| July 2034 | 40.6 | 4 | Captain | ALL | 97.00 | 8,245 | 98,940 | | 95,972 | 270,460 | 17,117 | 45,492 | 0 | 0 | 8,905 | 22,766 | 25,373 | 113,088 | 307,838 | 333,211 | 83,303 | | | |
| July 2035 | 41.6 | 5 | Captain | ALL | 99.00 | 8,415 | 100,980 | | 97,951 | 371,440 | 17,470 | 62,962 | 0 | 0 | 9,088 | 31,855 | 36,184 | 115,420 | 423,258 | 459,442 | 91,888 | | | |
| July 2036 | 42.6 | 6 | Captain | ALL | 101.00 | 8,585 | 103,020 | | 99,929 | 474,460 | 17,822 | 80,784 | 0 | 0 | 9,272 | 41,126 | 47,729 | 117,752 | 541,010 | 588,739 | 98,123 | | | |
| July 2037 | 43.6 | 7 | Captain | ALL | 104.00 | 8,840 | 106,080 | | 101,837 | 580,540 | 18,352 | 99,136 | 0 | 0 | 12,730 | 53,856 | 63,481 | 120,189 | 661,199 | 724,680 | 103,526 | | | |
| July 2038 | 44.6 | 8 | Captain | ALL | 106.00 | 9,010 | 108,120 | | 103,795 | 688,660 | 18,705 | 117,841 | 0 | 0 | 12,974 | 66,830 | 80,278 | 122,500 | 783,699 | 863,977 | 107,997 | | | |
| July 2039 | 45.6 | 9 | Captain | ALL | 108.00 | 9,180 | 110,160 | | 105,754 | 798,820 | 19,058 | 136,898 | 0 | 0 | 13,219 | 80,050 | 98,172 | 124,811 | 908,510 | 1,006,683 | 111,854 | | | |
| July 2040 | 46.6 | 10 | Captain | ALL | 111.00 | 9,435 | 113,220 | | 108,691 | 912,400 | 19,587 | 156,485 | 0 | 0 | 13,586 | 93,636 | 117,347 | 128,278 | 1,036,788 | 1,154,135 | 115,414 | | | |
| July 2041 | 47.6 | 11 | Captain | ALL | 114.00 | 9,690 | 116,280 | | 111,629 | 1,028,320 | 20,116 | 176,602 | 0 | 0 | 17,442 | 111,078 | 141,528 | 131,745 | 1,168,534 | 1,310,062 | 119,097 | | | |
| July 2042 | 48.6 | 12 | Captain | ALL | 116.00 | 9,860 | 118,320 | | 113,587 | 1,146,640 | 20,469 | 197,071 | 0 | 0 | 17,748 | 128,826 | 167,240 | 134,057 | 1,302,590 | 1,469,830 | 122,486 | | | |
| July 2043 | 49.6 | 13 | Captain | ALL | 119.00 | 10,115 | 121,380 | | 116,525 | 1,268,020 | 20,999 | 218,070 | 0 | 0 | 18,207 | 147,033 | 194,719 | 137,524 | 1,440,114 | 1,634,833 | 125,756 | | | |
| July 2044 | 50.6 | 14 | Captain | ALL | 122.00 | 10,370 | 124,440 | | 118,218 | 1,392,460 | 21,528 | 239,598 | 0 | 0 | 18,666 | 165,699 | 224,055 | 139,746 | 1,579,860 | 1,803,915 | 128,851 | | | |
| July 2045 | 51.6 | 15 | Captain | ALL | 125.00 | 10,625 | 127,500 | | 121,125 | 1,519,960 | 22,058 | 261,656 | 0 | 0 | 19,125 | 184,824 | 255,339 | 143,183 | 1,723,042 | 1,982,390 | 132,159 | | | |
| July 2046 | 52.6 | 16 | Captain | ALL | 128.00 | 10,880 | 130,560 | | 124,032 | 1,650,520 | 22,587 | 284,242 | 0 | 0 | 19,584 | 204,408 | 288,669 | 146,619 | 1,869,661 | 2,166,347 | 135,397 | | | |
| July 2047 | 53.6 | 17 | Captain | ALL | 131.00 | 11,135 | 133,620 | | 126,939 | 1,784,140 | 23,116 | 307,359 | 0 | 0 | 20,043 | 224,451 | 324,147 | 150,055 | 2,019,717 | 2,355,890 | 138,582 | | | |
| July 2048 | 54.6 | 18 | Captain | ALL | 134.00 | 11,390 | 136,680 | | 129,846 | 1,920,820 | 23,646 | 331,004 | 0 | 0 | 20,502 | 244,953 | 361,882 | 153,492 | 2,173,208 | 2,551,124 | 141,729 | | | |
| July 2049 | 55.6 | 19 | Captain | ALL | 137.00 | 11,645 | 139,740 | | 132,753 | 2,060,560 | 24,175 | 355,179 | 0 | 0 | 20,961 | 265,914 | 401,985 | 156,928 | 2,330,136 | 2,752,164 | 144,851 | | | |
| July 2050 | 56.6 | 20 | Captain | ALL | 140.00 | 11,900 | 142,800 | | 135,660 | 2,203,360 | 24,704 | 379,884 | 0 | 0 | 21,420 | 287,334 | 444,575 | 160,364 | 2,490,501 | 2,959,127 | 147,956 | | | |
| July 2051 | 57.6 | 21 | Captain | ALL | 140.00 | 11,900 | 142,800 | | 135,660 | 2,346,160 | 24,704 | 404,588 | 0 | 0 | 21,420 | 308,754 | 489,295 | 160,364 | 2,650,865 | 3,168,220 | 150,868 | | | |
| July 2052 | 58.6 | 22 | Captain | ALL | 140.00 | 11,900 | 142,800 | | 135,660 | 2,488,960 | 24,704 | 429,293 | 0 | 0 | 21,420 | 330,174 | 536,251 | 160,364 | 2,811,229 | 3,379,549 | 153,616 | | | |
| July 2053 | 59.6 | 23 | Captain | ALL | 140.00 | 11,900 | 142,800 | | 135,660 | 2,631,760 | 24,704 | 453,997 | 0 | 0 | 21,420 | 351,594 | 585,554 | 160,364 | 2,971,594 | 3,593,225 | 156,227 | | | |
| July 2054 | 60.6 | 24 | Captain | ALL | 140.00 | 11,900 | 142,800 | | 135,660 | 2,774,560 | 24,704 | 478,701 | 0 | 0 | 21,420 | 373,014 | 637,323 | 160,364 | 3,131,958 | 3,809,367 | 158,724 | | | |
| July 2055 | 61.6 | 25 | Captain | ALL | 140.00 | 11,900 | 142,800 | | 135,660 | 2,917,360 | 24,704 | 503,406 | 0 | 0 | 21,420 | 394,434 | 691,680 | 160,364 | 3,292,323 | 4,028,097 | 161,124 | | | |
| July 2056 | 62.6 | 26 | Captain | ALL | 140.00 | 11,900 | 142,800 | | 135,660 | 3,060,160 | 24,704 | 528,110 | 0 | 0 | 21,420 | 415,854 | 748,755 | 160,364 | 3,452,687 | 4,249,545 | 163,444 | | | |
| July 2057 | 63.6 | 27 | Captain | ALL | 140.00 | 11,900 | 142,800 | | 135,660 | 3,202,960 | 24,704 | 552,815 | 0 | 0 | 21,420 | 437,274 | 808,684 | 160,364 | 3,613,051 | 4,473,847 | 165,698 | | | |
| November 2057 | 64.0 | 27.4 | Captain | ALL | 140.00 | 11,900 | 57,120 | | 54,264 | 3,260,080 | 9,882 | 562,696 | 0 | 0 | 8,568 | 445,842 | 858,114 | 64,146 | 3,677,197 | 4,587,824 | 167,439 | | | |
| 11/21/57 | 64.0 | 26.4 | | | | | TOTAL | | | 3,242,580 | | 17,500 | | | 3,114,501 | | 562,696 | | 0 | 0 | 445,842 | 858,114 | 3,677,197 | 4,587,824 |

| DATE | AGE | YEARS IN RET. | ANNUAL "A" FUND RET INCOME | CUMULATIVE ANNUAL "A" FUND RET INCOME | ANNUAL RET. BENEFITS | CUMULATIVE RET. BENEFITS | "B" FUND LUMP SUM | 401-K LUMP SUM | ANNUAL RET. INCOME & BENE | CUMULATIVE ANNUAL RET. INCOME & BENE | YR BY YR RET PAY & BENEFITS | 5 YEAR LEAD IN EARNINGS SUMMARY |
|---------------|------|---------------|----------------------------|---------------------------------------|----------------------|--------------------------|-------------------|----------------|---------------------------|--------------------------------------|-----------------------------|---------------------------------|
| November 2058 | 65 | 1 | 0 | 0 | 4,009 | 4,009 | 0 | 858,114 | 862,123 | 866,132 | 866,132 | 4,009 |
| November 2059 | 66 | 2 | 0 | 0 | 4,009 | 8,017 | 0 | 0 | 4,009 | 866,132 | 4,009 | 4,009 |
| November 2060 | 67 | 3 | 0 | 0 | 4,009 | 12,026 | 0 | 0 | 4,009 | 870,140 | 4,009 | 4,009 |
| November 2061 | 68 | 4 | 0 | 0 | 4,009 | 16,034 | 0 | 0 | 4,009 | 874,149 | 4,009 | 4,009 |
| November 2062 | 69 | 5 | 0 | 0 | 4,009 | 20,043 | 0 | 0 | 4,009 | 878,157 | 4,009 | 4,009 |
| November 2063 | 70 | 6 | 0 | 0 | 4,009 | 24,052 | 0 | 0 | 4,009 | 882,166 | 4,009 | 4,009 |
| November 2064 | 71 | 7 | 0 | 0 | 4,009 | 28,060 | 0 | 0 | 4,009 | 886,175 | 4,009 | 4,009 |
| November 2065 | 72 | 8 | 0 | 0 | 4,009 | 32,069 | 0 | 0 | 4,009 | 890,183 | 4,009 | 4,009 |
| November 2066 | 73 | 9 | 0 | 0 | 4,009 | 36,077 | 0 | 0 | 4,009 | 894,192 | 4,009 | 4,009 |
| November 2067 | 74 | 10 | 0 | 0 | 4,009 | 40,086 | 0 | 0 | 4,009 | 898,200 | 4,009 | 4,009 |
| November 2068 | 75 | 11 | 0 | 0 | 4,009 | 44,095 | 0 | 0 | 4,009 | 902,209 | 4,009 | 4,009 |
| November 2069 | 76 | 12 | 0 | 0 | 4,009 | 48,103 | 0 | 0 | 4,009 | 906,218 | 4,009 | 4,009 |
| November 2070 | 77 | 13 | 0 | 0 | 4,009 | 52,112 | 0 | 0 | 4,009 | 910,226 | 4,009 | 4,009 |
| December 2070 | 77.1 | 13.1 | 0 | 0 | 401 | 52,513 | 0 | 0 | 401 | 910,627 | 401 | 401 |
| 12/28/70 | 77.1 | | | | 52,513 | | | 858,114 | 910,627 | | | |

| | |
|-----------------------|------------------|
| Career Income | 3,114,501 |
| Ret Benefits | 562,696 |
| "A" Fund Ret Benefits | 52,513 |
| "B" Fund/401K | 858,114 |
| Total | 4,587,824 |

| | |
|-----------------|----------------|
| Career Income | 360,297 |
| Active Benefits | 62,962 |
| "A" Fund | 0 |
| "B" Fund/401K | 36,184 |
| Total | 459,442 |

| | |
|------------------------|--------------------|
| TOTAL | \$4,587,824 |
| YEARLY - 28 Yrs | \$167,439 |
| MONTHLY | \$13,953 |

| | |
|-----------------------|------------------|
| TOTAL | \$459,442 |
| YEARLY - 5 Yrs | \$91,888 |
| MONTHLY | \$7,657 |

#REF!

| ASSUMPTIONS FOR SKYWEST AIRLINES GROUP | | | | | | | | | | | | | | | | | | | | | | |
|--|-------|------------------|-----------------------------|---------------------------------|-------------------|---|----------------|------------------------------------|---------------------------------|------------------------|-------------------|-----------------|---------------------|--|---|--------------------|------------------------|----------------------------------|-----------------------------|--------------------------------------|--|--------------------|
| A* Formula: | | None | | TYPE | | # A/C | | % TOTAL | | Hours / month | | 401-K % | | | <div><div>Years of Service</div><div>Ce. Match</div><div>Pilot Controls</div><div>Total</div></div> <div><div>6 to 5 years</div><div>4 to 10 years</div><div>over 10 years</div></div> <div><div>3.0%</div><div>5%</div><div>7%</div></div> <div><div>3.00%</div><div>5.00%</div><div>7.00%</div></div> <div><div>6.00%</div><div>10.00%</div><div>14.00%</div></div> | | | | | | | |
| B* Formula: | | None | | CRJ-200 | | 184 | | 40% | | 5 | | 5.00% | | | | | | | | | | |
| 401-K Formula: | | 2.0 x A-0 | | CRJ-700 | | 99 | | 20% | | 501-K Growth Rate: | | 5.00% | | | | | | | | | | |
| Contract Date: | | November 1, 2018 | | ERJ-175 | | 149 | | 31% | | 51% | | 51% | | | | | | | | | | |
| Amendable Date: | | November 1, 2022 | | CRJ-900 | | 42 | | 9% | | 51% | | 51% | | | | | | | | | | |
| Pay Rates Eff: | | January 1, 2019 | | TOTAL | | 484 | | 100% | | 51% | | 51% | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | |
| ACTIVE SERVICE | | | | | | | | | | | | | | | | | | | | | | |
| DATE | AGE | YEAR | POSITION | AIRCRAFT | HOURLY SALARY | MONTHLY SALARY | SIGNING BONUS | RETENTION BONUS | ANNUAL SALARY | TAKEN HOME AFTER 401-K | CUMULATIVE SALARY | ANNUAL BENEFITS | CUM ANNUAL BENEFITS | ANNUAL "A" FUNDS | ANNUAL "B" FUNDS | TOTAL CONTRIBUTION | TOTAL CUMULATIVE 401-K | TOTAL CUMULATIVE 401-K W/ GROWTH | TOTAL YEARLY PAY & BENEFITS | YEARLY CUMULATIVE YTD PAY & BENEFITS | CUMULATIVE TTD CARBON YTD PAY & BENEFITS | AVERAGE TTD CARBON |
| July 2031 | 37.6 | 1 | First Officer | All | 45.00 | 3,625 | 0 | 0 | 45,900 | 44,523 | 45,900 | 7,941 | 7,941 | 0 | 0 | 2,754 | 2,754 | 2,892 | 52,644 | 52,644 | 53,355 | 53,355 |
| July 2032 | 38.6 | 2 | First Officer | All | 50.00 | 4,200 | 0 | 0 | 51,000 | 49,470 | 96,900 | 8,823 | 16,764 | 0 | 0 | 3,800 | 5,814 | 6,249 | 58,293 | 110,737 | 117,006 | 58,503 |
| July 2033 | 39.6 | 3 | First Officer | All | 56.00 | 4,760 | 0 | 0 | 57,120 | 55,406 | 154,020 | 9,882 | 26,645 | 0 | 0 | 3,427 | 9,241 | 10,140 | 65,288 | 176,485 | 186,205 | 62,808 |
| July 2034 | 40.6 | 4 | Captain | CRJ-200 | 68.73 | 5,842 | 0 | 0 | 70,105 | 68,001 | 224,125 | 12,126 | 38,774 | 0 | 0 | 4,206 | 14,206 | 15,685 | 80,139 | 256,774 | 271,259 | 67,815 |
| July 2035 | 41.6 | 5 | Captain | CRJ-200 | 83.00 | 7,055 | 0 | 0 | 84,660 | 82,120 | 308,785 | 14,646 | 53,420 | 0 | 0 | 5,080 | 18,527 | 21,173 | 96,766 | 352,941 | 371,174 | 78,823 |
| July 2036 | 42.6 | 6 | Captain | CRJ-200 | 85.00 | 7,225 | 0 | 0 | 86,700 | 82,565 | 395,485 | 14,999 | 68,419 | 0 | 0 | 5,670 | 27,197 | 31,335 | 97,364 | 450,385 | 481,640 | 80,273 |
| July 2037 | 43.6 | 7 | Captain | CRJ-200 | 88.00 | 7,480 | 0 | 0 | 89,760 | 85,272 | 485,245 | 15,528 | 83,947 | 0 | 0 | 6,876 | 36,173 | 42,326 | 100,800 | 551,185 | 597,432 | 84,776 |
| July 2038 | 44.6 | 8 | Captain | CRJ-200 | 90.00 | 7,650 | 0 | 0 | 91,800 | 87,210 | 577,045 | 15,881 | 99,829 | 0 | 0 | 8,180 | 45,353 | 54,082 | 101,691 | 654,197 | 708,279 | 88,535 |
| July 2039 | 45.6 | 9 | Captain | CRJ-200 | 93.00 | 7,905 | 0 | 0 | 94,860 | 90,117 | 671,905 | 16,411 | 116,239 | 0 | 0 | 9,486 | 54,839 | 66,746 | 106,528 | 760,725 | 827,471 | 91,941 |
| July 2040 | 46.6 | 10 | Captain | CRJ-700/ERJ-175 | 102.00 | 8,670 | 0 | 0 | 104,040 | 98,838 | 775,945 | 17,999 | 134,238 | 0 | 0 | 10,404 | 65,243 | 81,008 | 116,837 | 877,561 | 958,569 | 95,871 |
| July 2041 | 47.6 | 11 | Captain | CRJ-700/ERJ-175 | 105.00 | 8,925 | 0 | 0 | 107,100 | 99,603 | 883,045 | 18,528 | 152,767 | 0 | 0 | 11,494 | 80,237 | 99,565 | 136,494 | 995,061 | 1,096,494 | 99,681 |
| July 2042 | 48.6 | 12 | Captain | CRJ-700/ERJ-175 | 108.00 | 9,180 | 0 | 0 | 110,160 | 102,449 | 993,205 | 19,058 | 171,824 | 0 | 0 | 12,422 | 95,659 | 122,635 | 151,296 | 1,117,199 | 1,239,235 | 103,253 |
| July 2043 | 49.6 | 13 | Captain | CRJ-700/ERJ-175 | 111.00 | 9,435 | 0 | 0 | 113,220 | 105,295 | 1,106,425 | 19,587 | 191,411 | 0 | 0 | 13,581 | 111,510 | 144,780 | 124,882 | 1,242,081 | 1,386,861 | 106,682 |
| July 2044 | 50.6 | 14 | Captain | CRJ-700/ERJ-175 | 115.00 | 9,775 | 0 | 0 | 117,300 | 109,089 | 1,223,725 | 20,293 | 211,704 | 0 | 0 | 14,622 | 127,932 | 169,263 | 129,382 | 1,371,463 | 1,540,725 | 110,860 |
| July 2045 | 51.6 | 15 | Captain | CRJ-700/ERJ-175 | 118.00 | 10,030 | 0 | 0 | 120,360 | 111,935 | 1,344,085 | 20,822 | 232,527 | 0 | 0 | 15,680 | 144,783 | 195,419 | 132,577 | 1,509,220 | 1,703,310 | 112,544 |
| July 2046 | 52.6 | 16 | Captain | CRJ-700/ERJ-175 | 120.00 | 10,290 | 0 | 0 | 122,400 | 113,832 | 1,466,485 | 21,175 | 253,702 | 0 | 0 | 17,136 | 161,919 | 223,182 | 135,007 | 1,639,227 | 1,869,753 | 116,850 |
| July 2047 | 53.6 | 17 | Captain | CRJ-900 | 123.00 | 10,455 | 0 | 0 | 125,460 | 116,678 | 1,591,945 | 21,705 | 275,406 | 0 | 0 | 17,564 | 179,483 | 252,784 | 138,382 | 1,777,609 | 2,044,140 | 120,951 |
| July 2048 | 54.6 | 18 | Captain | CRJ-900 | 124.00 | 10,540 | 0 | 0 | 126,480 | 117,626 | 1,718,425 | 21,881 | 297,287 | 0 | 0 | 18,570 | 198,053 | 271,907 | 141,758 | 1,975,117 | 2,215,821 | 122,101 |
| July 2049 | 55.6 | 19 | Captain | CRJ-900 | 125.00 | 10,625 | 0 | 0 | 127,500 | 118,575 | 1,845,925 | 22,058 | 319,345 | 0 | 0 | 19,580 | 215,040 | 294,569 | 146,033 | 2,057,749 | 2,309,069 | 125,983 |
| July 2050 | 56.6 | 20 | Captain | CRJ-900 | 126.00 | 10,710 | 0 | 0 | 128,520 | 119,524 | 1,974,445 | 22,234 | 341,579 | 0 | 0 | 19,993 | 233,033 | 351,700 | 147,758 | 2,199,507 | 2,573,238 | 128,662 |
| July 2051 | 57.6 | 21 | Captain | CRJ-900 | 126.00 | 10,710 | 0 | 0 | 128,520 | 119,524 | 2,102,965 | 22,234 | 363,813 | 0 | 0 | 17,993 | 251,026 | 388,177 | 147,758 | 2,341,265 | 2,755,145 | 131,197 |
| July 2052 | 58.6 | 22 | Captain | CRJ-900 | 126.00 | 10,710 | 0 | 0 | 128,520 | 119,524 | 2,231,485 | 22,234 | 386,047 | 0 | 0 | 17,993 | 268,022 | 425,878 | 147,758 | 2,489,028 | 2,928,478 | 133,585 |
| July 2053 | 59.6 | 23 | Captain | CRJ-900 | 126.00 | 10,710 | 0 | 0 | 128,520 | 119,524 | 2,360,005 | 22,234 | 408,281 | 0 | 0 | 17,993 | 287,011 | 466,695 | 147,758 | 2,624,780 | 3,124,522 | 135,840 |
| July 2054 | 60.6 | 24 | Captain | CRJ-900 | 126.00 | 10,710 | 0 | 0 | 128,520 | 119,524 | 2,488,525 | 22,234 | 430,515 | 0 | 0 | 17,993 | 305,004 | 508,922 | 147,758 | 2,766,537 | 3,321,179 | 138,005 |
| July 2055 | 61.6 | 25 | Captain | CRJ-900 | 126.00 | 10,710 | 0 | 0 | 128,520 | 119,524 | 2,617,045 | 22,234 | 452,749 | 0 | 0 | 17,993 | 322,997 | 553,249 | 147,758 | 2,908,295 | 3,501,947 | 140,079 |
| July 2056 | 62.6 | 26 | Captain | CRJ-900 | 126.00 | 10,710 | 0 | 0 | 128,520 | 119,524 | 2,745,565 | 22,234 | 474,983 | 0 | 0 | 17,993 | 340,990 | 609,816 | 147,758 | 3,050,016 | 3,822,074 | 142,074 |
| July 2057 | 63.6 | 27 | Captain | CRJ-900 | 126.00 | 10,710 | 0 | 0 | 128,520 | 119,524 | 2,874,085 | 22,234 | 497,217 | 0 | 0 | 17,993 | 358,983 | 688,699 | 147,758 | 3,191,810 | 3,885,245 | 144,090 |
| November 2057 | 64.0 | 27.4 | Captain | CRJ-900 | 126.00 | 10,710 | 0 | 0 | 51,408 | 47,809 | 2,925,493 | 8,894 | 506,110 | 0 | 0 | 7,197 | 366,180 | 688,691 | 56,703 | 3,248,513 | 3,985,307 | 145,449 |
| 11/21/57 | 64.0 | 27.4 | TOTAL | | 2,925,493 | | 2,742,483 | | 506,110 | | 0 | | 0 | | 366,180 | | 688,691 | | 3,248,513 | | 3,985,307 | |
| REPUBLIC Airlines Group Retirement | | | | | | | | | | | | | | | | | | | | | | |
| DATE | AGE | YEARS IN RET. | ANNUAL "A" FUND RET. INCOME | CUMULATIVE ANNUAL RET. BENEFITS | "B" FUND LUMP SUM | CUMULATIVE ANNUAL RET. INCOME & RET. BENEFITS | 401-K LUMP SUM | ANNUAL RET. INCOME & RET. BENEFITS | 5-YEAR LEAD IN EARNINGS SUMMARY | SKW | SKW | SKW | SKW | SKW | | | | | | | | |
| November 2058 | 65 | 1 | 0 | 3,672 | 3,672 | 0 | 688,691 | 692,363 | 692,363 | 3,672 | 3,672 | 3,672 | 3,672 | 3,672 | | | | | | | | |
| November 2059 | 66 | 2 | 0 | 3,672 | 7,344 | 0 | 0 | 3,672 | 696,035 | 3,672 | 3,672 | 3,672 | 3,672 | 3,672 | | | | | | | | |
| November 2060 | 67 | 3 | 0 | 3,672 | 11,016 | 0 | 0 | 3,672 | 699,707 | 3,672 | 3,672 | 3,672 | 3,672 | 3,672 | | | | | | | | |
| November 2061 | 68 | 4 | 0 | 3,672 | 14,688 | 0 | 0 | 3,672 | 703,379 | 3,672 | 3,672 | 3,672 | 3,672 | 3,672 | | | | | | | | |
| November 2062 | 69 | 5 | 0 | 3,672 | 18,360 | 0 | 0 | 3,672 | 707,051 | 3,672 | 3,672 | 3,672 | 3,672 | 3,672 | | | | | | | | |
| November 2063 | 70 | 6 | 0 | 3,672 | 22,032 | 0 | 0 | 3,672 | 710,723 | 3,672 | 3,672 | 3,672 | 3,672 | 3,672 | | | | | | | | |
| November 2064 | 71 | 7 | 0 | 3,672 | 25,704 | 0 | 0 | 3,672 | 714,395 | 3,672 | 3,672 | 3,672 | 3,672 | 3,672 | | | | | | | | |
| November 2065 | 72 | 8 | 0 | 3,672 | 29,376 | 0 | 0 | 3,672 | 718,067 | 3,672 | 3,672 | 3,672 | 3,672 | 3,672 | | | | | | | | |
| November 2066 | 73 | 9 | 0 | 3,672 | 33,048 | 0 | 0 | 3,672 | 721,739 | 3,672 | 3,672 | 3,672 | 3,672 | 3,672 | | | | | | | | |
| November 2067 | 74 | 10 | 0 | 3,672 | 36,720 | 0 | 0 | 3,672 | 725,411 | 3,672 | 3,672 | 3,672 | 3,672 | 3,672 | | | | | | | | |
| November 2068 | 75 | 11 | 0 | 3,672 | 40,392 | 0 | 0 | 3,672 | 729,083 | 3,672 | 3,672 | 3,672 | 3,672 | 3,672 | | | | | | | | |
| November 2069 | 76 | 12 | 0 | 3,672 | 44,064 | 0 | 0 | 3,672 | 732,755 | 3,672 | 3,672 | 3,672 | 3,672 | 3,672 | | | | | | | | |
| November 2070 | 77 | 13 | 0 | 3,672 | 47,736 | 0 | 0 | 3,672 | 736,427 | 3,672 | 3,672 | 3,672 | 3,672 | 3,672 | | | | | | | | |
| December 2070 | 77.1 | 13.1 | 0 | 3,67 | 48,103 | 0 | 0 | 3,67 | 736,794 | 3,67 | 3,67 | 3,67 | 3,67 | 3,67 | | | | | | | | |
| 12/28/70 | 77.10 | | | 48,103 | | | 688,691 | 736,794 | | | | | | | | | | | | | | |
| SKYWEST AL SUMMARY | | | | | | | | | | | | | | | | | | | | | | |
| TOTAL | | \$3,985,307 | | RETIREMENT TOTAL | | 736,794 | | SKYWEST AL SUMMARY | | TOTAL | | \$374,114 | | <div> <div>YEARLY - 28 Yrs</div> <div>MONTHLY</div> </div> <div> <div>812,121</div> </div> | | | | | | | | |
| YEARLY - 28 Yrs | | \$145,449 | | ACTIVE TOTAL | | 3,248,513 | | YEARLY - 5 Yrs | | \$74,823 | | | | | | | | | | | | |
| MONTHLY | | \$12,121 | | CAREER TOTAL | | 3,985,307 | | MONTHLY | | \$6,235 | | | | | | | | | | | | |

| 6 large Regional AL Average Pay per Year | | | | | | | | |
|--|------------|--------------|------------|------------|------------|------------|------------|----------|
| Airline | Air Wisc. | Endeavor | Envoy | PSA | Republic | Skywest | Average | Position |
| 1 | 72,034 | \$74,141 | \$78,936 | \$68,603 | \$65,060 | \$52,464 | \$68,540 | FO |
| 2 | 60,947 | \$72,944 | \$79,099 | \$68,995 | \$65,475 | \$58,293 | \$67,626 | FO |
| 3 | 61,459 | \$79,233 | \$79,099 | \$63,507 | \$64,216 | \$65,288 | \$68,800 | FO |
| 4 | 92,909 | \$115,705 | \$96,087 | \$103,493 | \$113,088 | \$80,130 | \$100,235 | Capt |
| 5 | 101,870 | \$118,220 | \$98,460 | \$105,845 | \$115,420 | \$96,766 | \$106,097 | Capt |
| 6 | 105,643 | \$120,735 | \$100,832 | \$106,321 | \$117,752 | \$97,364 | \$108,108 | Capt |
| 7 | 108,159 | \$123,251 | \$103,205 | \$108,632 | \$120,189 | \$100,800 | \$110,706 | Capt |
| 8 | 111,932 | \$125,766 | \$104,391 | \$107,027 | \$122,500 | \$103,091 | \$112,451 | Capt |
| 9 | 115,705 | \$129,539 | \$106,763 | \$109,256 | \$124,811 | \$106,528 | \$115,434 | Capt |
| 10 | 118,220 | \$132,054 | \$109,136 | \$111,486 | \$128,278 | \$116,837 | \$119,335 | Capt |
| 11 | 121,993 | \$135,827 | \$121,134 | \$109,554 | \$131,745 | \$118,131 | \$123,064 | Capt |
| 12 | 125,766 | \$138,343 | \$124,662 | \$111,702 | \$134,057 | \$121,506 | \$126,006 | Capt |
| 13 | 129,539 | \$142,116 | \$124,662 | \$113,850 | \$137,524 | \$124,882 | \$128,762 | Capt |
| 14 | 134,570 | \$145,889 | \$124,662 | \$117,073 | \$139,746 | \$129,382 | \$131,887 | Capt |
| 15 | 137,085 | \$150,919 | \$124,662 | \$119,221 | \$143,183 | \$132,757 | \$134,638 | Capt |
| 16 | 140,858 | \$150,919 | \$124,662 | \$122,443 | \$146,619 | \$135,007 | \$136,751 | Capt |
| 17 | 143,373 | \$150,919 | \$124,662 | \$124,591 | \$150,055 | \$138,382 | \$138,664 | Capt |
| 18 | 147,146 | \$150,919 | \$124,662 | \$127,813 | \$153,492 | \$139,507 | \$140,590 | Capt |
| 19 | 147,146 | \$150,919 | \$124,662 | \$127,813 | \$156,928 | \$140,633 | \$141,350 | Capt |
| 20 | 147,146 | \$150,919 | \$124,662 | \$127,813 | \$160,364 | \$141,758 | \$142,110 | Capt |
| 21 | 147,146 | \$150,919 | \$124,662 | \$127,813 | \$160,364 | \$141,758 | \$142,110 | Capt |
| 22 | 147,146 | \$150,919 | \$124,662 | \$127,813 | \$160,364 | \$141,758 | \$142,110 | Capt |
| 23 | 147,146 | \$150,919 | \$124,662 | \$127,813 | \$160,364 | \$141,758 | \$142,110 | Capt |
| 24 | 147,146 | \$150,919 | \$124,662 | \$127,813 | \$160,364 | \$141,758 | \$142,110 | Capt |
| 25 | 147,146 | \$150,919 | \$124,662 | \$127,813 | \$160,364 | \$141,758 | \$142,110 | Capt |
| 26 | 147,146 | \$150,919 | \$124,662 | \$127,813 | \$160,364 | \$141,758 | \$142,110 | Capt |
| 27 | 147,146 | \$150,919 | \$124,662 | \$127,813 | \$160,364 | \$141,758 | \$142,110 | Capt |
| 27.4 | 58,858 | \$60,368 | \$49,865 | \$63,725 | \$64,146 | \$56,703 | \$58,944 | Capt |
| 1 | \$ 893,682 | \$ 1,494,834 | \$ 773,961 | \$ 955,009 | \$ 862,123 | \$ 692,363 | \$ 945,329 | Rertired |
| 2 | \$ 3,580 | \$ 3,672 | \$ 3,244 | \$ 3,550 | \$ 4,009 | \$ 3,672 | \$ 3,621 | Rertired |
| 3 | \$ 3,580 | \$ 3,672 | \$ 3,244 | \$ 3,550 | \$ 4,009 | \$ 3,672 | \$ 3,621 | Rertired |
| 4 | \$ 3,580 | \$ 3,672 | \$ 3,244 | \$ 3,550 | \$ 4,009 | \$ 3,672 | \$ 3,621 | Rertired |
| 5 | \$ 3,580 | \$ 3,672 | \$ 3,244 | \$ 3,550 | \$ 4,009 | \$ 3,672 | \$ 3,621 | Rertired |
| 6 | \$ 3,580 | \$ 3,672 | \$ 3,244 | \$ 3,550 | \$ 4,009 | \$ 3,672 | \$ 3,621 | Rertired |
| 7 | \$ 3,580 | \$ 3,672 | \$ 3,244 | \$ 3,550 | \$ 4,009 | \$ 3,672 | \$ 3,621 | Rertired |
| 8 | \$ 3,580 | \$ 3,672 | \$ 3,244 | \$ 3,550 | \$ 4,009 | \$ 3,672 | \$ 3,621 | Rertired |
| 9 | \$ 3,580 | \$ 3,672 | \$ 3,244 | \$ 3,550 | \$ 4,009 | \$ 3,672 | \$ 3,621 | Rertired |
| 10 | \$ 3,580 | \$ 3,672 | \$ 3,244 | \$ 3,550 | \$ 4,009 | \$ 3,672 | \$ 3,621 | Rertired |
| 11 | \$ 3,580 | \$ 3,672 | \$ 3,244 | \$ 3,550 | \$ 4,009 | \$ 3,672 | \$ 3,621 | Rertired |
| 12 | \$ 3,580 | \$ 3,672 | \$ 3,244 | \$ 3,550 | \$ 4,009 | \$ 3,672 | \$ 3,621 | Rertired |
| 13 | \$ 3,580 | \$ 3,672 | \$ 3,244 | \$ 3,550 | \$ 4,009 | \$ 3,672 | \$ 3,621 | Rertired |
| 13.1 | \$ 358 | \$ 367 | \$ 324 | \$ 355 | \$ 401 | \$ 367 | \$ 362 | Rertired |

ASSUMPTIONS FOR MISSION PILOT - LEE

"A" Formula: None
 "B" Formula: None
 401-K Formula: 0
 Contract Date: NA
 Ammendable Date: NA
 Pay Rates Eff: NA

| TYPE | # A/C | % TOTAL |
|--------------|------------|-------------|
| Various SE | 130 | 100% |
| TOTAL | 130 | 100% |

| | |
|------------------|---------|
| Hours / month | Various |
| 401k Growth Rate | 5.00% |

| Yrs of Serv. | Match | Eligible earnings | Co Contrib. | Pilot Contrib. | Total Contrib. |
|--------------|-------|-------------------|-------------|----------------|----------------|
| All | 5% | 100% | 5.00% | 5% | 10.000% |

5%

ACTIVE SERVICE

| | | | | | HOURLY | MONTHLY | ANNUAL | TAKE HOME | CUMULATIVE | 0.233 | CUM | ANNUAL "A" | ANNUAL "B" | ANNUAL | CUMULATIVE | CUMULATIVE | YEAR TOTAL | CUMULATIVE | CUMULATIVE | AVERAGE |
|-----------|------|------|---------------|------------|--------|---------|---------|------------|------------|----------|----------|------------|--------------|--------------|--------------|--------------|------------|------------|-------------|-------------|
| DATE | AGE | YEAR | POSITION | AIRCRAFT | SALARY | SALARY | SALARY | AFTER 401K | SALARY | ANNUAL | ANNUAL | FUND IN | FUND | CONTRIBUTION | CONTRIBUTION | CONTRIBUTION | PAY & | YBY PAY & | TOT. CAREER | TOT. CAREER |
| | | | | | | | | | | BENEFITS | BENEFITS | RETIREMENT | CONTRIBUTION | CONTRIBUTION | CONTRIBUTION | W/ GROWTH | BENEFITS | BENEFITS | VALUE | VALUE |
| July 2018 | 24.6 | 1 | Student Pilot | Various SE | | 133 | 1,600 | 1,600 | 1,600 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,600 | 1,600 | 1,600 | |
| July 2019 | 25.6 | 2 | Student Pilot | Various SE | | 133 | 1,600 | 1,600 | 3,200 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,600 | 3,200 | 4,800 | |
| July 2020 | 26.6 | 1 | CFI | Various SE | | 2,500 | 30,000 | 30,000 | 33,200 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 30,000 | 33,200 | 38,000 | |
| July 2021 | 27.6 | 1 | Mission Pilot | Various SE | | 3,000 | 36,000 | 34,200 | 34,200 | 8,388 | 8,388 | 0 | 0 | 3,600 | 3,600 | 3,780 | 42,588 | 42,588 | 80,588 | 80,588 |
| July 2022 | 28.6 | 2 | Mission Pilot | Various SE | | 3,300 | 39,600 | 37,620 | 71,820 | 9,227 | 17,615 | 0 | 0 | 3,960 | 7,560 | 8,127 | 46,847 | 89,435 | 127,435 | 63,717 |
| July 2023 | 29.6 | 3 | Mission Pilot | Various SE | | 3,630 | 43,560 | 41,382 | 113,202 | 10,149 | 27,764 | 0 | 0 | 4,356 | 11,916 | 13,107 | 51,531 | 140,966 | 178,966 | 59,655 |
| July 2024 | 30.6 | 4 | Mission Pilot | Various SE | | 3,993 | 47,916 | 45,520 | 158,722 | 11,164 | 38,929 | 0 | 0 | 4,792 | 16,708 | 18,794 | 56,685 | 197,651 | 235,651 | 58,913 |
| July 2025 | 31.6 | 5 | Mission Pilot | Various SE | | 4,392 | 52,708 | 50,072 | 208,794 | 12,281 | 51,210 | 0 | 0 | 5,271 | 21,978 | 25,268 | 62,353 | 260,004 | 298,004 | 59,601 |
| July 2026 | 32.6 | 6 | Mission Pilot | Various SE | | 4,832 | 57,978 | 55,079 | 263,874 | 13,509 | 64,719 | 0 | 0 | 5,798 | 27,776 | 32,619 | 68,588 | 328,592 | 366,592 | 61,099 |
| July 2027 | 33.6 | 7 | Mission Pilot | Various SE | | 5,315 | 63,776 | 60,587 | 324,461 | 14,860 | 79,578 | 0 | 0 | 6,378 | 34,154 | 40,946 | 75,447 | 404,040 | 442,040 | 63,149 |
| July 2028 | 34.6 | 8 | Mission Pilot | Various SE | | 5,846 | 70,154 | 66,646 | 391,107 | 16,346 | 95,924 | 0 | 0 | 7,015 | 41,169 | 50,360 | 82,992 | 487,032 | 525,032 | 65,629 |
| July 2029 | 35.6 | 9 | Mission Pilot | Various SE | | 6,431 | 77,169 | 73,311 | 464,418 | 17,980 | 113,905 | 0 | 0 | 7,717 | 48,886 | 60,980 | 91,291 | 578,323 | 616,323 | 68,480 |
| July 2030 | 36.6 | 10 | Mission Pilot | Various SE | | 7,074 | 84,886 | 80,642 | 545,060 | 19,778 | 133,683 | 0 | 0 | 8,489 | 57,375 | 72,942 | 100,420 | 678,743 | 789,686 | 78,969 |
| TOTAL | | | | | | | 573,747 | 545,060 | | 133,683 | | 0 | 0 | 57,375 | | 72,942 | 678,743 | | 789,686 | |

MISSION PILOT RETIREMENT

| DATE | AGE | YEARS IN RET. | ANNUAL "A" FUND ANNUAL "A" FUND RET. INCOME | CUMULATIVE RET. INCOME | ANNUAL RET. BENEFITS | CUMULATIVE RET. BENEFITS | "B" FUND LUMP SUM | 401-K LUMP SUM | ANNUAL RET. INCOME & BENE. | CUMULATIVE ANNUAL RET. INCOME & BENE. | YR BY YR RET PAY & BENEFITS |
|-----------|-------|---------------|---|------------------------|----------------------|--------------------------|-------------------|----------------|----------------------------|---------------------------------------|-----------------------------|
| July 2031 | NA | 1 | 0 | 0 | 0 | 0 | 0 | 72,942 | 72,942 | 72,942 | 72,942 |
| July 2032 | NA | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 72,942 | 0 |
| July 2033 | NA | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 72,942 | 0 |
| July 2034 | NA | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 72,942 | 0 |
| July 2035 | NA | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 72,942 | 0 |
| July 2036 | NA | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 72,942 | 0 |
| July 2037 | NA | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 72,942 | 0 |
| July 2038 | NA | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 72,942 | 0 |
| July 2039 | NA | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 72,942 | 0 |
| July 2040 | NA | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 72,942 | 0 |
| July 2041 | NA | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 72,942 | 0 |
| July 2042 | NA | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 72,942 | 0 |
| July 2043 | NA | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 72,942 | 0 |
| 12/28/70 | 77.10 | 13.1 | | | 0 | | | 72,942 | 72,942 | | |

| MISSION PILOT CARRER EARNINGS SUMMARY | | |
|---------------------------------------|---------|--|
| Career Income | 545,060 | |
| Mission Pilot Active Benefits | 133,683 | |
| "A" Fund | 0 | |
| Ret Benefits | 0 | |
| "B" Fund/401K | 72,942 | |
| Total | 751,686 | |

| MISSION PILOT SUMMARY | |
|-----------------------|-----------|
| TOTAL | \$751,686 |
| YEARLY-13 Yrs | \$57,822 |
| MONTHLY | \$4,818 |

72,942
 RETIREMENT TOTAL 72,942
 ACTIVE TOTAL 678,743
 CAREER TOTAL 751,686

People also ask

How much does a MAF pilot make?

The average salary for a Pilot is \$96,773 per year in United States, which is 31% higher than the average MAF salary of **\$73,405 per year** for this job. Sep 4, 2019

<https://www.glassdoor.com › Salaries › Pilot>

[MAF Pilot Salaries | Glassdoor](#)

People also ask

How much does a missionary pilot make?

Average mean wage for commercial pilots of nonscheduled operators is about \$85,000, according to the Bureau of Labor Statistics. Missionary pilots fund their own expenses and salary, an amount typically ranging **between \$4,000 and \$6,000 per month**, through self-developed donor networks. Oct 29, 2019

General

What are the general qualifications to join MAF?

- Growing, personal relationship with Jesus Christ as Lord and Savior
- Personal commitment to serve cross-culturally based on a clear understanding of God’s command to make disciples of all nations and serve the needy.
- Team player with a servant heart.
- Affirmation by other mature Christians of spiritual maturity and suitability for missionary service.
- Two years of active involvement in a local church and/or Christian service.
- Minimum of 12 hours of college-level Bible courses or equivalent Bible training. The Biblical training should provide in-depth study of both the New and Old Testament books. Discipleship training, seminars, Bible teaching, formal Bible studies are also considered in evaluating Bible knowledge. View a list of [recommended Bible schools](#).
- Good physical and emotional health and stamina
- Willingness and ability to raise personal financial support. After acceptance, MAF will train you on how to raise your support.

Source MAF.org

Take 30 Seconds to Support Equality Quickly add your anonymous demographic information to help Glassdoor pinpoint pay and di

Professional Qualifications

Pilot/Mechanic

- Commercial Pilot License with instrument rating
- Minimum 400 hours total time
- 50 hours high-performance time
- Airframe & Powerplant Certificate
- **Recommended:**
 - Certified Flight Instructor rating

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MAF

Fayetteville, GA

Jobs

Companies

Salaries

Interviews

MAF

MAF

Overview

34 Reviews

1 Jobs

38 Salaries

3 Interviews

4 Benefits

-- Photos

MAF Pilot Salaries

Updated Sep 4, 2019

United States

Any Experience

Search

Low Confidence

About

\$72,017 - \$77,574

/yr

Base Pay Average

1 Salary

Cash Bonus, Stock Bonus, Profit Sharing, Commission Sharing, Tips have not been reported for this role

Dec 24, 2014

4.0 ★★★★★* Current Pilot-Mechanic in Nampa, ID, Idaho

For being a non-profit organization, our health care is very decent and the concern that leadership has that we are investing for our future is proven when they strongly contribute to our 401K.

Professional Qualifications

Pilot/Mechanic

- Commercial Pilot License with instrument rating
- Minimum 400 hours total time
- 50 hours high-performance time
- Airframe & Powerplant Certificate
- **Recommended:**
 - Certified Flight Instructor rating

Moody Bible Institute Spokane

6719 E. Rutter Ave.

Spokane, WA 99212

Phone: (509) 535-4051

Email: moody.aviation@moody.edu

Note: Moody Aviation offers flight training, a one and a half year A&P program, advanced maintenance experience and Bible training. Bachelor degree options are available.

Missionary Qualifications

All candidates must meet the following personal qualifications. Couples applying to MAF must individually meet these qualifications.

- Committed relationship with Jesus Christ and affirmation of spiritual maturity by others
- A desire to be part of fulfilling the Great Commission
- Willingness to raise prayer and financial support
- 12 hours of college-level Bible course ([view a list of recommended Bible schools](#)) or equivalent (talk to us)
- Active in a local church or ministry for at least two years

Current Aviation Needs

Maintenance Specialists

Haiti (1), Africa Region (4), South Central Asia (1), Southeast Asia (2)

Pilot/Mechanics

Africa (2), Haiti (3), Indonesia (3)

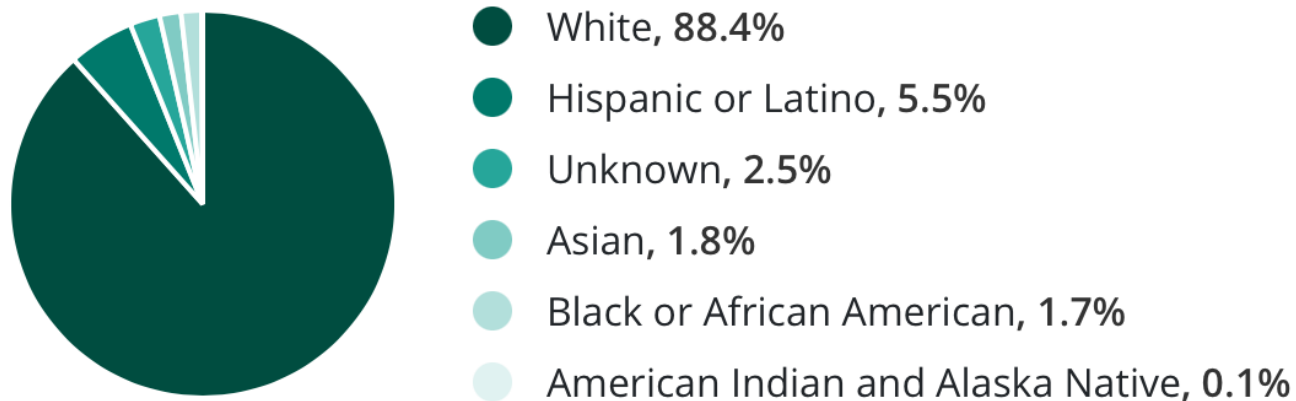
Pilot Specialists

Latin America - Affiliates (2), Africa (1), Indonesia (1), South Central Asia (1)

Airplane Pilot Statistics by Race

The most common ethnicity among airplane pilots is White, which makes up 88.4% of all airplane pilots. Comparatively, there are 5.5% of the Hispanic or Latino ethnicity and 2.5% of the Unknown ethnicity.

Job Title ▾



Source: Zipps.com the Career Experts